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Local Government Service

No. 10 OCTOBER, 1933 Vol. XV

HOW CAN LOCAL GOVERNMENT BE IMPROVED?

CRITICAL SURVEY OF PRESENT DEFECTS: ADMINISTRATION OF THE FUTURE

Mr. W. J. HUNT

In our September issue we gave a summary of the prize essay submitted by Mr. C. Kent Wright, B.A., Town Clerk of Stoke Newington, on "What are Your Views as to the Probable Future Development of Local Government, with Special Reference to Present Tendencies and Present Needs?" in Class I of the Nalgo Summer School Essay Competition. Bracketed with Mr. Kent Wright's essay for first place was the essay submitted by Mr. W. J. Hunt, A.C.I.S., of the County Treasurer's Department, West Sussex. A résumé of Mr. Hunt's essay is given below.

MR. HUNT, in his introductory chapter, refers to the changes which have taken place in local government, but these have done no more than touch the fringe of the manifold difficulties which confront us in every sphere of municipal activity. The Local Government Act of 1929 marks the first effective step to evolve a system which shall be in some consonance with modern needs. Administrative units to-day bear little relation to modern conditions and considerations. The distinction, for instance, between municipal boroughs and urban districts is due, not to population or rateable value, but in many cases merely to historical accidents.

Some Anomalies

The First Report of the Royal Commission on Local Government reveals the anomaly that whereas 66 boroughs contain populations of less than 5,000 and 107 fewer than 10,000, the populations of 85 urban districts and 93 rural districts exceed 20,000. In areas of the same classification we find similar discrepancies, non-county boroughs, for example, varying between 1,000 and 100,000, whilst urban districts range from 1,000 to 250,000. Many authorities, alike as regards their constitution, powers, and duties, are wholly dissimilar where their territorial dimensions or rateable values are concerned; whilst on the other hand we see the "equally absurd position" of authorities, widely different in constitution, having jurisdiction over areas similar in size and wealth.

Closely allied to the anomalies relating to the structure of local authorities viewed as a whole, is the question of numbers of small authorities who can but imperfectly carry out the duties imposed upon them. The outstanding example in this respect is the parish council and parish meeting, of which, in December, 1932 (*vide* the *Municipal Year Book*), there were 7,100 and 5,600 respectively. Of these, 6,815 parish councils and 781 parish meetings had financial transactions during the year 1930-31. The existence as separate administrative areas of this army of authorities, so small as to be wholly ineffective in any executive capacity, seems to have no foundation either on the ground of efficient government, logic, or even of expediency; as administrative units they have entirely outlived whatever usefulness they may at one time have possessed.

Concomitantly with the inefficiency resulting from areas of insufficient size, Mr. Hunt notices a marked and persistent advance in central control. This is in part due to the growth of de-centralised State action aided by the National Exchequer, and in part to the changing conditions which, in the course of time, clothe various services with a cloak of semi-national, as opposed to purely local, importance. But it is also due to something else: to the necessity, for the common good of the community, of securing a certain level of efficiency in local administration. And the very defects already noticed tend to a tightening of central control. Yet State regulation is capable of being carried too far. Over-centralisation constitutes a very real danger to the development of local enterprise.

The Committee System

Mr. Hunt then turns to the committee system, which, he says, ties the hands of executive officers in every direction, leaves little scope for initiative or discretionary power, and hampers in no small way the efficient administration of the authorities concerned. In a democratic community, policy must be determined by the representative, but it is the official who must determine how the ends at which the policy aims are to be attained. Anything which impedes his efforts in this connection must in the long run reflect upon policy itself.

A further defect in the existing system arises from "the almost anarchic allocation and duplication of functions within the largest administrative unit, the County." We find, for example, county councils administering services over an area, within the boundaries of which other and smaller authorities administer the same or closely related services, in different parts. In addition to this network of authorities within one local government area, we find independent surgeons appointed under the Factory and Workmen's Compensation Acts, whilst National Health Insurance is divided between local committees and that assortment of friendly societies, insurance companies, and other bodies which we know collectively as "approved societies."

Another point which Mr. Hunt notices is the lack of harmony between authorities possessing similar functions. He refers particularly to county councils and county borough councils, and those large non-county boroughs who are looking forward to county borough status. Nothing short of a radical re-constitution appears likely to produce a complete or lasting solution.

Larger Administrative Units

The time has quite obviously gone beyond recall, the author emphasises, when efficient administration can proceed on independent and competing lines; when one area can seek to better itself at the expense of its neighbour; or when effective schemes can be formulated without regard to those wider requirements which transcend the confines of a geographical boundary. There is a trend definitely in the direction of larger units and a co-ordination of control. In the generation and distribution of electricity, the administration of the Poor Law, road maintenance, land drainage, town planning, police administration, health services, and finance, in all these we can trace the undoubted sign of the times.

Anything in the nature of the piecemeal legislation of the last half-century will, it is contended, prove totally inadequate to meet the needs of the present situation; rather may enactments of a new and drastic character be looked for. If it be true that under modern conditions the adequate administration of many services can proceed only on a regional basis, then, Mr. Hunt observes, "blind and unthinking resistance to change will have to give way before the indisputable facts of social progress."

A radical overhaul of all existing authorities, then, and a dispersal of those who do not satisfy the criteria demanded by modern needs, seems to be inseparable from the next stage in municipal development. The next stage must be a larger administrative area and a combination of the small authorities "whose overlapping functions now result in so much inefficiency and waste." Mr. Hunt suggests that the general principle should be that over an area large enough to administer the functions of local government in an economical and efficient manner, power should be vested in one authority only.

Regional Administration

But modern requirements are such that no one area can be regarded as entirely suited to every municipal activity. The author deals with the question of administration of various services on a regional basis. The system outlined is not merely a return to government by *ad hoc* bodies which was such a conspicuous feature of the nineteenth-century administration. That system, by creating a fresh authority for every fresh need, contributed no small part to the condition which, by 1888, has been described as "a chaos of overlapping areas and conflicting authorities." One authority only would have jurisdiction over the enlarged area, the elected members of which will be repre-

FUTURE OF LOCAL GOVERNMENT

sented on the joint or regional board controlling, not a small detached section, but a wide region which has proved the most efficient area for the particular service.

Planning the New Areas

The author next turns attention to the question of planning the new areas. Are we going to re-design the whole municipal structure without reference to existing authorities, or are some elements of the present edifice to be retained as the basis of the new development? He inclines to the opinion that the second alternative will be the one adopted, not because he believes that any existing area is best fitted to be utilised as the foundation stone of a new order, but because the innate conservatism of the English character, and the powerful interests which prevail, make it in the highest degree doubtful whether local prejudices and patriotism can be over-ridden and swept away in one fell swoop.

Regional government in its entirety is unlikely to be realised in the next stage of development. Until public opinion has been educated to appreciate a wide outlook, the realisation of which may be a slow process, regional ideas seem incapable of fulfilment. Nevertheless, the adoption of a modified regional scheme will, it is thought, prove an imperative need.

The principle of one authority conducting all the municipal activities within one area of large extent is accepted. And if we cannot entirely ignore the existing facts of administration, it would appear that we have only one choice as to the authority which shall constitute that area—it is the county council. But they will be county councils re-constituted in a radical manner. A revision of county boundaries will be the first need. The boroughs and district councils having been absorbed in the re-constructed authority, it would become necessary to evolve some method whereby executive control could be exercised throughout the unit. This might be effected by the establishment of area or district committees, each representing an area, or—where more expedient—a combination of areas now under separate jurisdiction. The committee would be composed of members of the main body, but could be given power to co-opt persons of special ability or others representing more closely the particular area concerned.

Devolution of Powers

A conspicuous feature of this system would be the greater degree of devolution of powers to committees—area and functional—than at present exists. The council, acting as a deliberative assembly, would be principally concerned with questions of policy, and the formulation of programmes founded on policy already determined. Adherence to the principles of policy and the execution of programmes should be within the province of the committees, and a greater measure of delegation than now obtains would consequently be required.

As a necessary corollary to this there would need to be a greater measure of co-ordination between the various committees and extensive modifications in the present "somewhat excessive departmentalism."

One principle would be that all departments of a more or less similar nature would be grouped under one control. So we may expect a collation of all services concerned with public works, including highways, town planning, housing, engineering, and the like. All trading undertakings, of whatever nature, would constitute another department. Public health, in its widest sense, would be the basis of another, whilst public protection (covering police, fire brigades, traffic control, and similar services) would be yet another. The finance committee would exercise complete financial control over all departments.

There remains the question as to how co-ordination between the various committees is to be effected. The finance committee, of course, will exercise a general supervision, but there are reasons why this should not extend beyond the realm of finance. The need might be met by the constitution of a planning committee, or a standing committee for co-ordination and control. This committee would be charged with the duty of watching the activities of the spending committees, collating their plans and guiding their programmes in accordance with the expressed policy of the council.

Place of the Official

Mr. Hunt, dealing with the question of the place of the official, says that whilst it would be unwise dogmatically to assert that the city manager system will form a component part of the new order in this country (the difficulties, practical and traditional, at present seem insuperable), the task of finding a way out which will prove equally effectual remains. "Often, unhappily, the energy, enthusiasm, and ambition of a good man have been damped by Committee regulation of his every movement. Moreover, so much time is wasted on trifling detail, that the wider aspects of questions are often lost to sight."

The official should, of course, be required to report to the council on the functions exercised by him, much in the same manner as the general manager of a business reports to his directors. "But in the future, it is hoped, representatives will have sufficient faith in responsible officials whom they have themselves appointed, to give them power to use their initiative, imagination, and discretion in the interests of the authority and their work. Then, the submission of every detail of administration and every item of expenditure to committee and council will no longer be allowed to fetter their efforts."

The county boroughs would probably continue their present functions in a modified form. Like the counties, their boundaries would be subject to revision, the underlying principle being that the rural areas surrounding them should come within their jurisdiction.

WHITLEY COUNCILS

A memorandum setting out in detail a brief history of Whitley councils in the local government service and the case for a complete system of Whitleyism has been forwarded to all branches.

The South Wales and Monmouthshire District Committee devoted most of the time at the meeting held at Swansea on September 9 to this subject, which formed the topic of an address to the District Committee by Mr. J. W. Wilkinson, Southport, chairman of the Service Conditions and Organisation Committee of the N.E.C. Mr. Wilkinson has long and practical experience of Whitley councils, having been a member of the Provincial Council for Lancashire and Cheshire since its inception.

A special meeting of the Metropolitan District Committee on Whitleyism has been convened for October 5. Details were given in the August issue (page 211).

At a meeting held at Llandudno on August 15, the constitution of the existing Provincial Council for manual workers was amended so as to provide for the appointment of two committees, one of which will deal with manual workers and the other with officers, both committees being vested with plenary powers. The committee to deal with officers is constituted on the employers' side of the same personnel as the committee dealing with manual workers, and the staff side of the committee is constituted as follows:—

Ten members representative of the National Association of Local Government Officers.

Two members representative of the Transport and General Workers' Union.

Two members representative of the National Union of General and Municipal Workers.

DR. FINER'S LATEST BOOK

The interest which has been taken in local government since the War is not out of proportion to the importance of the topic; on the other hand the development of this interest has progressed beyond all expectation.

Not long ago it used to be the complaint of lecturers and tutors dealing with our system of local government that there was not a sufficient number of the right type of text book available for their work. This deficiency has rapidly been supplied during the last few years, and the newcomer to our library from the pen of Dr. Herman Finer, "English Local Government" (Methuen, 21s. net), is very welcome.

Dr. Finer's style is lucid and colourful, and you feel interested in what he has to say right from the beginning. Of course, he is no novice in this subject, and his book is based upon his lectures at the London School of Economics and upon his wide research into the machinery of government, particularly all forms of local government.

He wisely does not try to describe the system of local government as it is to-day, but selects a few important subjects and sets them in a context which is as important to the reader as his discussion of the subjects themselves. Dr. Finer has written such an admirable Preface setting out what his plan for the book was, that I should like to quote the whole of it for your guidance. Here is a portion of it:

"Those interested in Local Government are at present hard put to it for a book which offers a plain explanation of how and why the machinery and the men work as well as they do to-day. Existing works are legal summaries which record without explaining either evolution or political significance, or they are polemical, when the reformer, however virtuous, is biased and therefore blind to many important phenomena.

"Yet people wish to know what part Local Government fulfils in the general scheme of our lives, its functions, how it evolved, the principles that govern its conduct, and the problems that face those anxious to make it even more serviceable than it is at present."

That preface gives you a taste of what is to come and you are not surprised when reading about "areas" to find that Dr. Finer chafes at the insularity of some Councils, and scourges them for being shy of Joint Committees. His analysis of Councils and Committees and their place in Local Government I found particularly interesting for there is little published on this topic. He makes play in one part of his book on "tact" in the local government service, and in another criticises the system of recruitment of officers.

Apart from the true value of his criticism there is a great deal to interest the local government officer in this book and I heartily recommend it. Dr. Finer is so lavish with his material and his publishers are so lavish with their paper that my wrist ached when I put the book down. We can absorb into our libraries as many of this type of work as the publishers like to give us. T. H.

COST OF LIVING

Below we give the average monthly percentage increase over the level of July, 1914, in the Cost of Living Index for the past six months: April, 37; May, 36; June, 36; July, 38; August 39; September 41. The percentage increases in each of the five groups on which the Index Figure is based are as follow:

	JULY.	AUG.	SEPT.
Food	18	19	22
Rent	56	56	56
Clothing	85	85	85
Fuel and Light ..	70	70	70
Other Items ..	75	75	75

LEGAL NOTES

BY THE LEGAL SECRETARY

An Interesting Superannuation Arbitration

A MEMBER, who was born in 1867, was appointed by an urban district council to the office of General District Rate Collector in 1907, and to the office of Assistant Overseer in 1916, both of which offices he held until April 1, 1927, when the Rating and Valuation Act, 1925, came into operation. At a meeting of the council held shortly after the last-mentioned date he was appointed Rating and Valuation Officer. At the same meeting a letter was submitted from the Clerk of the County Council asking that the member be designated for the duties of preparing the jurors' book and register of electors, and the district council acceded to this application.

Article 3 (2) of the Overseers Order, 1927, is as follows :—

"If the registration officer at any time shall send the rating authority a request that one or more of their officers shall be designated by them to perform the duties of overseers in relation to the preparation of the jurors' book or the register of electors, the rating authority shall forthwith designate one or more of their officers for the purpose, and the officer or officers so designated shall, while the designation continues in force, perform the duties of overseers in relation to those matters or either of them, as the case may be."

In 1930 the member was appointed Chief Financial Officer of the district council and he held that appointment until October 31, 1932, when he attained the age of 65. He also continued to carry out the duties of preparing the jurors' book and register of electors until October 31, 1932.

In 1926 the district council adopted the Local Government and Other Officers' Superannuation Act, 1922, and the member's posts under the council were then designated as established posts for the purposes of that Act.

At the date of designation the member was over the age of 55 and consequently he was not required to make any superannuation contributions.

In assessing the member's superannuation allowance under the Act of 1922, the District Council did not take into account any of the net remuneration (after deduction of the amounts paid for assistance) received by him for preparing the jurors' book and register of electors.

The member contended that for the purpose of the calculation of his superannuation allowance the net remuneration referred to should be regarded as part of his salary.

The difference between the district council and the member on this point was referred to an Arbitrator appointed by the Minister of Health under Section 22 of the Act of 1922.

On behalf of the Council it was argued that the fees received by the member for the preparation of the register of electors and jurors' lists were paid direct to him by the Clerk of the County Council in his capacity as Registration Officer for the County Registration Area; that the District Council had no note of such fees at any time; that no equal annual charge as certified by an actuary had been made at any time in respect of such fees and paid to the Council's superannuation fund; that if such fees were now to be taken into account the superannuation fund and the district rate fund would have to bear a further burden and that the work performed by the member in the preparation of the register of electors and jurors' lists did not belong to the office held by him under the district council but was a separate appointment made by and held at the pleasure of the Clerk of the County Council as County Registration Officer.

N.A.L.G.O. contended on behalf of the member that in view of the case of the *Mayor of Stoke Newington v. Richards* (1930), 1 K.B. 222, in which it was held that the fees received by the town clerk of a Metropolitan Borough as Registration Officer under the Representation of the People Act, 1918, are "emoluments of his office" for the purpose of the Superannuation (Metropolis) Act, 1866, the net remuneration received by the member for preparing the jurors' book and register of electors should be regarded as part of his salary for the purposes of the Superannuation Act of 1922. It was submitted on behalf of the member that he was not appointed by the Registration Officer to do the work of preparing the register of electors and jurors' lists, but was designated to do that work by the District Council at the request of the Registration Officer in pursuance of Article 3 (2) of the Overseers Order, 1927, by which it is provided that the officer designated *shall* perform the duties mentioned therein, and that, consequently, it became part of his duties *as an officer of the district council* to do that work.

It was further submitted that, in view of the decision in the Stoke Newington case, it made no difference that the remuneration for the registration work was paid to the member by the Registration Officer and not by the district council.

The Arbitrator decided in favour of the member. In his Award the Arbitrator, after reviewing the facts of the case and referring to the definition of "salary" in the Act of 1922, said: "It was therefore as an officer of the district council that Mr. C. was designated to perform these additional duties, and accordingly in my opinion the remuneration received by him for the performance of these duties though not paid by the district council must be regarded as payments paid to an officer of the district council as such for his own use within the above cited definition of "salary" contained in the Act.

"In my opinion this case is in effect covered by the decisions in the cases of the *Mayor of Stoke Newington v. Richards* (1930), 1 K.B. 222, and *R. v. Lyon exparte Harrison* (1921), 1 K.B. 203, and it is clear from these decisions that the remuneration received by Mr. C. for performing the additional duties in question is to be regarded as part of his salary for the purposes of the Act, none the less because he was designated to perform such duties at the request of the County Registration Officer and such remuneration was paid by the County Registration Officer; and in my opinion the considerations that no actuarial valuation had been made in respect of such remuneration or that such remuneration was not received by him as the Rating and Valuation Officer but in respect of a separate office conferred at the request and held at the pleasure of the Clerk of the County Council as County Registration Officer have no material weight.

"I therefore decide that Mr. C.'s contention is right, and that the net remuneration received by him for preparing the jurors' book and register of electors during the five years ended October 31, 1932, ought to be taken into account as part of Mr. C.'s salary within the meaning of the Act, for the purpose of assessing his superannuation allowance thereunder.

"I direct the district council to pay my fee of 5 guineas for acting as Arbitrator in this matter and that if Mr. C. shall in the first instance pay the whole or any part of such fee the district council shall repay the same to Mr. C. on demand. I give no further directions as to costs."

Urban Council Election—Result of Poll

At a recent urban district council election, an officer of the council acted as presiding officer and a statement was subsequently made by a person present during the counting of the votes to one of the councillors that the presiding officer signalled the result of the poll to one of the candidates, thus contravening section 4 of the Ballot Act, 1872.

The clerk to the council interviewed the presiding officer when this charge was brought to his notice and the presiding officer definitely and emphatically denied having made any sign or given any intimation, in any shape or form, either prior to, or during, the counting of the votes. This statement was corroborated by other members of the staff, members of the council, and other persons present during the counting of the votes.

The matter was then raised in the council's Finance Committee, and it was decided to request the person who made the statement complained of to sign an apology. This he refused to do, and requested that he be allowed to interview the Committee in order to state his case. The Committee concurred, and, after hearing what he had to say, decided that it could not accept his explanation. On being informed of this, he stated to the Committee that he was heartily sorry for any statement he made regarding the presiding officer and the counting of the votes at the council election. The Committee thereupon resolved to accept the apology, subject to its meeting with the approval of the presiding officer.

In view of the fact that there was a possibility of the minute, if approved by the council, not being recorded in the public press; that an apology had not been signed; and of the possibility of a different version of the case being given locally, the presiding officer, a member of the Association, with the support of the local branch, applied to Headquarters for advice as to what steps should be taken to secure the signing of a proper apology.

A case was submitted to counsel asking him whether an action would lie against the person alleged to have made the statement complained of. Counsel advised that, even if the statement were true and a sign had been made by the presiding officer, it would not have constituted a breach of section 4 of the Ballot Act, 1872, as that section relates only to the manner in which any particular elector has voted—not to secrecy as to the result of the poll. He further advised that the statement complained of was not actionable, because it was not enough that it was intended to convey the impression that the presiding officer had infringed the provisions of the Act and had committed a criminal offence.

To be actionable the words must impute to the plaintiff a criminal offence. That is, the words, if true, must be such that the plaintiff would be guilty of a criminal offence. If spoken words impute to the plaintiff some act or conduct which does not amount to a criminal offence at all, no action for slander will lie without proof of special damage, even though the defendant intends to impute a criminal offence and his hearers understand him to do so.

Marking of Lists of Hotel and Boarding House Accommodation

The manager of the advertising and publicity bureau of a local authority of a seaside resort, responsible for the publication of an official list of apartment keepers' premises and for the official guide of the town and for all other similar duties, including publicity, received a request for a copy of the official guide. In response a copy of the guide and the apartments list were sent to the applicant direct from stock. Some days afterwards, the proprietor of an hotel advertised in the list stopped the borough accountant in the street and made certain statements implying that the guide had been marked in the office of the manager of the Bureau, in order that undue preference might be given to certain of the advertisers—an action which had led to the dismissal of the previous manager.

The proprietor further stated, and he was corroborated by his wife, that the person to whom the apartments list had originally been sent said that it was marked when he received it.

(*Continued on page 268, col. 3*)

VALUE OF CIVIC SERVICES

Fifty Years' amazing Progress in Sanitary Administration: Discussions at the National Conference

PROFOUND disagreement with many of the suggestions contained in the report of the Departmental Committee on Housing was expressed by Mr. H. H. Spears, F.S.I.A., Chief Sanitary Inspector, West Bromwich, who

MR. T. E. BIRTWISLE,
Chairman of the Sanitary Inspectors' Association.

introduced discussion on "The Elimination or Reconditioning of the Unfit House considered in relation to the report of the Departmental Committee on Housing," at the annual conference of the Sanitary Inspectors' Association at Clacton-on-Sea. The National Association of Local Government Officers was represented at the conference by Mr. W. W. Armitage, Vice-chairman of the National Executive Council, and Mr. L. Hill, General Secretary.

"A Leap in the Dark"

While welcoming the desire to alleviate housing hardships manifested by the report, Mr. Spears claimed that this purpose could better be served by adoption of the memorandum prepared by the Association. He referred to the proposal that a public or quasi-public authority should be formed on the lines of the Public Utility Society. In his opinion, a study of the annual reports of the Ministry of Health demonstrated that a very large number of authorities to-day, despite all the legal and financial difficulties by which they were beset, were accomplishing great things in the matter of enforcing the repair and reconditioning of working-class dwellings, and that their supersession by voluntary societies, for that was what the provision actually amounted to, was totally uncalled for.

He maintained that the suggested transfer was "a leap in the dark." While not oblivious to the excellence of the work of many public utility societies, he pointed out that their experience, after all, was of a limited character, and to assume that the results of what had been essentially laboratory experiments would hold good when applied on the vast scale indicated was, to him, a more than doubtful proposition.

Looking forward to such time as the views of the Departmental Committee might be incorporated in future legislation, Mr. Spears anticipated that the position as to ownership would become more chaotic than ever. There would be houses erected and owned by local authorities which would replace those demolished in accordance with the five years' programme; an array of dubious dwellings in the custody of the private owner; and groups of reconditioned houses partly owned by public utility societies and partly by private landlords. Finally there would be the normal working-class houses, a large proportion of which belong to local authorities. All these things impelled him to believe that, if the recommendations contained in the memorandum which the Association had submitted to the Departmental Committee were adopted, a more acceptable solution would be forthcoming.

If a definite standard of fitness could be formulated and made binding on local authorities; if existing legal ambiguities could be removed; if extensive powers for the acquisition of dwellings for reconstruction and the accompanying financial benefits could be conferred on local authorities, and they alone entrusted with the work, he was satisfied that infinitely more satisfactory results would be secured. There would be a niche, too, for the voluntary societies. They could still continue their small scale experiments and, even more important, by their enthusiasm they could stimulate public opinion in innumerable directions.

The Rural Problem

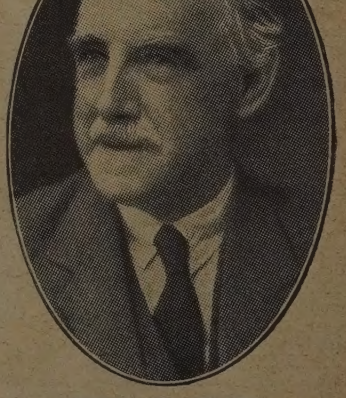
During the discussion, Mr. Denton Ogden said that, in his opinion, rural districts were on an entirely different footing from the towns and cities. What they were primarily interested in was not so much "clearance areas" as the provision of new houses. If, in theory, the provisions of the Housing Act of 1930 were drastically applied, the result would be a diminution in the number of houses for the working classes. As an example, he stated that twenty houses might be demolished and only fifteen built to replace them. On the other hand, the Housing (Rural Workers) Act, 1926, had been the means of saving many cottages which would otherwise have become derelict. It had supplied a need. There was, however, the question of the probable "life" of the property, and it would be much more economical if some provision could be made for assistance in providing new cottages in such circumstances.

On the subject of "Fifty Years of Public Sanitary Administration, 1883-1933," Mr. T. E. Birtwisle, F.S.I.A., Sanitary Inspector, Castleford, the Chairman of the Association, said that the impulse towards sanitary reform in this country which followed the revision of the Poor Law in 1834 had, in the course of fifty years, become well-nigh spent, and the period covered by his review might be regarded as the second epoch of administration directed to produce and maintain a sound and healthy body politic. At the commencement of that period great masses of people lived under conditions of dire poverty and degradation, and the effects of the great consolidating Public Health Act of 1875 were only just becoming evident.

"Unbelievable Progress"

In these early years, the foundation of modern housing legislation was laid in the Housing of the Working Classes Act of 1890. Touching upon other notable legislation, Mr. Birtwisle came to the years 1903-12 which, he said, were characterised by concern for maternal and child welfare, the exciting cause being possibly the declining birth rate coupled with the appallingly high infantile mortality. In the years 1904-5 the infantile death rate figures were 145 and 150 respectively. Among prominent legislation in the period 1913-22 was that relating to milk, and under the Public Health (Officers) Act of 1921 legal status was conferred upon the expression "Sanitary Officer."

Alluding to the various Statutes which have been tabulated during the past ten years, Mr. Birtwisle described some of the useful provisions contained therein, and in a concluding summary he observed: "If we take out the Great War years, the story of the last half a century is one of almost unbelievable progress wrought by men and women who devoted their strength of mind and body to the betterment of the lives of their fellows. They brought a measure of sweetness and light where there was disease and darkness, and where they succeeded we find suggested to us a way for further advance. In these days we are confronted with social and financial problems of great magnitude, and we shall do well to remember the fine saying of Ruskin, 'There is no wealth but life. . . .'"



MR. H. H. SPEARS,
Chief Sanitary Inspector, West Bromwich.

LEGAL NOTES

(*Continued from page 267*)

The borough accountant promised to speak to the manager about it, but before he had done so the proprietor called at the manager's office, produced the marked document, and asked the manager whether he could explain it. The manager replied in the negative. After some further conversation, the proprietor left and the manager decided to report the incident to the appropriate committee. Prior to the meeting, however, the manager discovered that the proprietor was spreading the tale throughout the town and he also obtained a statement from a person to whom the proprietor had spoken, making the allegations against the manager and his department. This was then reported to the Chairman of the Committee.

A communication was then sent to the person to whom the guide had been sent. He replied that he himself had marked the guide and had also turned up the corners of some of the pages and that the insinuation that this had been done by the manager or a member of his staff was absurd. The case was then reported to the appropriate committee, which instructed the manager to take the necessary proceedings to vindicate his character, at the same time pledging its unabated confidence in him, but refraining from placing any resolution on record, so as not to prejudice in any way his action.

The case was then referred by the local branch to Headquarters for assistance and, as a result, the proprietor was asked for an absolute and unqualified withdrawal of the statement made by him and for a full apology to the manager.

The proprietor has made a complete withdrawal of the allegation made by him against the manager, and tendered his humble apologies.

By petition officers of the Bristol Corporation have made representations to the Corporation to restore the salary deductions to which they themselves voluntarily agreed in March of last year. Over 1,000 signatures are appended to the memorial, which expresses the hope that the city council will restore the deductions forthwith. The economy committee are giving the matter their consideration.

WHAT OUR READERS SAY

ORGANISATION AND ADMINISTRATIVE PROBLEMS: WORLD FEDERATION OF LOCAL GOVERNMENT OFFICERS?: THE DEMAND FOR COMPULSORY SUPERANNUATION

WHITLEY COUNCILS

To the Editor,
LOCAL GOVERNMENT SERVICE.

SIR,—While congratulating the National Association on their efforts to secure an extension of Whitleyism throughout the service, I would like to have the opportunity of expressing through your columns a few observations on this matter.

A Whitley Council has been in operation for Lancashire and Cheshire for some years, and so far as regards relations between the local authorities and their staffs has worked well. But in drawing up a grading scheme of salaries there are certain pitfalls to be avoided, and to these I would direct my professional colleagues. In the Whitley scale we have in these parts, there is a grade known as "Administrative Technical and Professional" which is divided into three groups of increments. In my opinion, this is not working well so far as the professional members of the staff are concerned, as there is a disposition to place certain clerical and technical members in groups too nearly approaching the salaries of the professional staff.

Instances have occurred in the past where clerks, with no administrative experience or responsibilities, have been promoted to this grade for no other object than procuring an increase of salary. To prevent abuse, it should be laid down that employees are not to be admitted to the grade referred to unless they hold: (1) the prescribed qualifications by examination as well as (2) an office applicable to this grade. Further, Administrative, Technical and Professional should each have their distinct grades as the training, qualifications and experience demanded by each one increases in the order as given above.

Yours, etc.,
J. KILGONE GRANT, A.M.I.C.E.

COST ACCOUNTANCY

To the Editor,
LOCAL GOVERNMENT SERVICE.

SIR,—In the August issue of LOCAL GOVERNMENT SERVICE, Mr. Boddington contributes a very interesting article on "Cost Accountancy in Local Government." He states that municipal treasurers and accountants wish to "detect waste, to prevent redundancy of labour, to trace excessive stocks, and to contribute to the perfecting of the financial organisation" in connection with the various activities of their Council. The point that is not made at all clear is: HOW? Very few such officers could answer that question and give full detail.

Experience has shown that many financial officers endeavour to obtain from the departmental heads such information as will assist in "the perfecting of the financial organisation." That endeavour is quite good and a worthy one, too. But do the majority of these officials know just what is required in the way of cost detail to ensure perfection?

Usually they present a collection of figures in a particular manner which is useful for comparative purposes, but by the time these figures are available, all one has is a comparison. Looking over such records, one can suggest that certain sections are higher or lower than expected as per estimates. Any loss incurred by reason of increased costs may possibly be located, but it is then too late to prevent loss; it is a thing of the past.

Proper costs show increased expenditure immediately it occurs, and not many weeks afterwards, thus illustrating heavy charges directly they appear, and thereby enable the necessary steps to be taken for immediate cessation. In such manner, not only is it possible to stop waste at its inception, but also to prevent occurrence. Quite contrary is the effect of the financial figures, so often termed "costs," which merely draw attention to heavy, and perhaps unnecessary, expenditure and possible waste which has occurred many weeks ago, and which even at that time may be proceeding.

Cost records should be so arranged as to link up with the financial books, at the same time affording the necessary information, at least weekly, for checking expenditure of any unusual nature by those actually in charge of the work. There is not much satisfaction in perusing a set of figures, or "costs," which merely serve the single purpose of saying: "Your expenses have been too heavy last month," or "Your estimates have been exceeded."

Constant vigilance is required to secure proper economical results, and the one way not to secure that is to rely solely upon accountants' figures made up for the previous month or quarter. It is then, perhaps, too late even to inquire into matters, because of the amount of trouble it involves so long after the occurrence. Cost keeping is a practical man's job and commences on site.

Many accountants have an entirely wrong idea of costs keeping. Financial records five weeks old are not costs, but merely figures for comparative purposes. Useful costs must present at short intervals—not longer than weekly—the true figures for work completed or being carried out which by practice and knowledge show immediately any extraordinary sums on account of wages, material, and or accounts so as to prevent waste or excess.

Some officials tackle this question of costs from the wrong end, working downwards instead of upwards. Frequently it is found by reference to out-of-date text books on cost keeping they suggest a lot of unnecessary work serving no live, useful purpose. Much time and expense is wasted on trivial matters, whilst important key detail is neglected. A proper cost scheme should be progressive, and it is in the very early stages of most systems where success is assured or the system rendered valueless.

Municipal costs cannot be properly centralised. The staff of the engineer or the electrical engineer of an authority are the men to keep real costs, passing on to the treasurer or accountant the various totals or records for incorporating into the financial books. The finance officer is invariably not in a position to keep proper up-to-date costs, but only sectional totals.

Yours, etc.
AEDILE (London).

AN INTERNATIONAL N.A.L.G.O.?

To the Editor,
LOCAL GOVERNMENT SERVICE.

SIR,—If ever there was a time when a closer personal bond between nations is desirable, it is now. Differences of opinion, creating, perhaps, an element of misunderstanding, arise from time to time between nations; what more leavening influence could there then be than a true strong bond of fraternal feeling such as might be created by an international federation of local government and other officers? Indeed, in my opinion, a world wide federation of N.A.L.G.O. might well become as potent a factor for international amity as the larger efforts now being made in that direction.

May I commend this to the consideration of N.A.L.G.O. Executive? Draft a circular showing the objects of proposed Federation. Appoint a secretary (preferably a linguist) to forward the circular to the official holding similar office in Continental countries to that of our British Town Clerk, inviting his council's opinion and co-operation. Arrange goodwill visits, including visits to National Associations and Federations connected with municipal enterprise.

A federation somewhat on these lines would probably lead to the formation of N.A.L.G.O. in countries where they do not exist, strengthen existing associations and go far towards making Inter-N.A.L.G.O. financially self-supporting.

Yours, etc.
F. TOWLE (NOTTINGHAM).

A N.A.L.G.O. CHRISTMAS?

To the Editor,
LOCAL GOVERNMENT SERVICE.

SIR,—I have just concluded my sixth holiday at Croyde Bay Camp. During these visits one has made quite a number of holiday friendships. Often these terminate with the holiday, because of the distance which intervenes.

Quite a number of people spend their Xmas away from home. Last year at Brighton we met quite a number of Nalgoites, dispersed among the various hotels and boarding houses in the district. Wouldn't it have been nice if these people could have met under one roof, not necessarily at a smaller charge, but in one body. Many of the boarding houses were half full and probably would have been only too pleased to have had fuller houses if they had had the opportunity.

Neither is it necessary to go so far as Brighton. Plenty of places nearer London could provide a good Xmas programme. Perhaps it is not workable. Anyhow, this is a suggestion. I know a good many people would appreciate a Nalgo Xmas, as much as they have shown their appreciation of the summer holiday camps.

Yours, etc.
"MERRY XMAS" (Herts).

COMPOSITION OF THE N.E.C.

To the Editor,
LOCAL GOVERNMENT SERVICE.

SIR,—I wonder if any of your readers can give a satisfactory explanation of the following phenomenon. Superficially, it appears an appalling contradiction, but there must be an adequate reason for the result. I refer to the composition of the N.E.C.

On an analysis of the results appearing on p. 188 of the July LOCAL GOVERNMENT SERVICE I figure approximately the following:

Of the 26 members of the N.E.C.

12 are Chiefs or Heads	.. .. ..	46%
4 are Deputies or Assistants	.. ..	15%
8 are Chief Clerks	.. .. ..	31%
2 are Senior Clerks	.. .. ..	8%
26		100

On the other hand, on p. 15 of the N.A.L.G.O. Diary, 1932, the analysis of the total membership is:

Up to £260, 44,545 members	..	68.88%
£260 to £350, 10,666 members	..	16.49%
£350 and over, 9,461 members	..	14.63%

Our elective methods provide *equality of opportunity* for all, but the results are barren of direct representation on the N.E.C. for approximately 70% of the subordinates in the service.

The N.E.C. may rightly take this as a compliment for efficiently handling our business; yet it must be admitted that service problems, of a domestic character, vary in colour when viewed through the spectacles of those in authority, and those who must bow to the authority.

Yours, etc.
"TRUTH SEEKER."

(*Continued on page 270, col. 3*)

SCOTTISH NOTES

DIFFICULTIES OF ORGANISING IN THE WESTERN HIGHLANDS

THE Annual Conference having decided in favour of Whitley Councils for the Local Government Service, an effort is now being made to explore the situation in Scotland with regard to this matter. In *The County and Municipal Record*, of September 5, Mr. Mortimer, the Divisional Secretary, had an article which dealt briefly with the constitution of such bodies, their manner of working, and the benefits to the service which might be expected to accrue. The article was written with a view of canvassing opinion, and in the short time that has elapsed a certain amount of interest has been created. So far, opinion seems to be of a rather varied character. We mention this matter because we should like our own branches to discuss the question and give us the benefit of their views.

Salary Cuts

The feeling is growing in Scottish Branches that it is high time the temporary cuts were removed. In Ayrshire and Stirlingshire the period for which the cuts were imposed has expired, and the cuts have lapsed. Clydebank Town Council and Clydebank Water and District Trust agreed at the end of June that the cuts be restored. Paisley Town Council have modified the cuts, and one or two applications are still awaiting a decision. It is to be hoped that before long there will be a general movement to restore cuts agreed to because of a financial crisis which responsible Ministers of the Crown have declared now to be over.

Propaganda in Argyllshire

Since the holiday break in August our propaganda activities in Scotland have been confined chiefly to Argyllshire. It is one of the most difficult counties in Britain to organise. One has only to look at the map, or better still to motor round the county, to realise just how great the difficulties are. If officials in Campbeltown, for instance, wish to attend a meeting in Dunoon, it takes them practically two days. On September 13 there was a meeting in Campbeltown with the object of getting the officials there linked up in a county branch. Hitherto, we have had a branch in North Argyll only—that is, the district round about Oban. It consisted largely of Inspectors of Poor.

Under the new conditions brought about by the Local Government Act, such a branch was quite inadequate to meet County organisation. The D.S. explained to the Campbeltown meeting that the proposal now was to have one branch for the whole county with sub-branches in Campbeltown, Oban, Lochgilphead, and Dunoon. The Campbeltown officials were of opinion that this form of organisation was desirable, and a number of new members were obtained. On the following evening a meeting was held in Dunoon, which, unfortunately, was rather poorly attended; but a number of new members were obtained, and it is hoped that several others not at the meeting will join the new branch. On September 18, meetings for a similar purpose were arranged for Oban and Lochgilphead.

Diploma in Public Administration

A course qualifying for the Diploma in Public Administration begins on October 9, at Glasgow University School of Social Study and Training. The course has been specially devised to meet the requirements of central and local government officials. Last year's session was most interesting and profitable, and the tutors were delighted with the fine quality of the students who enrolled. It is to be hoped that our young members in Glasgow and district will take full advantage of the facilities provided. The course embraces such subjects as "The Law of Public Administration," "Social Economics," "Public Finance," and "Political Philosophy." Those interested should communicate with Mr. J. Cunnison, M.A., Director, School of Social Study, The University, Glasgow, who will supply them with forms of enrolment, or they may obtain such forms from Mr. Mortimer, 135 Wellington Street, Glasgow.

Summer School Reunion

The students who attended the Summer School at St. Andrews in June held a reunion in Ingram's Rooms, Reform Street, Dundee, on August 31. The company included students from Edinburgh, Glasgow, Greenock, Perth, and Dundee. A most enjoyable evening was spent. A good dance programme was sustained. Mr. C. Duncan, Dundee, acted as M.C. Songs were rendered by Miss Stuart, Perth, and Miss McGregor and Mr. C. Duncan, Dundee, with Messrs T. Brown and J. Tarbet, Dundee, as accompanists. Mr. J. M. Mortimer, Scottish Secretary, proposed votes of thanks to the artistes: to Mr. J. M. Scott, Convener of the Local Committee; and to Miss N. S. Walker, who acted as secretary and was responsible for the excellent arrangements.

THAT ROUTINE LIFE

Sometimes we think that there is a splendid field for scientific investigation in the ordinary routine of office life. Why, for example, is Monday so Mondayish? Why does the average hour on Saturday morning seem, to some of us, to consist of ninety minutes? And why, oh why, these occasional terrible impulses which attack us all in our unguarded moments to consign pen, ink, and ledgers to the devil, to put on our hat without saying goodbye to anyone, to walk out of the office and the town and get back to the quiet countryside where our paleolithic ancestors, untroubled by grading schemes, superannuation, increments or ambitions, led a happier, more virile and natural life than we, in these days of so-called civilisation?—*The Guildman*, organ of the Leeds Municipal Officers Guild.

A small boy had acquired extraordinary skill in manipulating a whip, and his favourite exhibition was to flick at flies and wasps with unerring accuracy, invariably laying his victim *hors de combat* at his feet. One day he was strolling with his father, when they saw a swarm of bees. "There you are, sonny," said the parent, "Swot one of those." "No dam' fear," replied the lad," they're organised!"—*Wodenalgo*, monthly journal of the Wednesbury Branch (The first number of this journal has recently been issued and is a very creditable production).

(*Continued from col.* 3)

M.A., F.S.S., author of *Local Government in the United Kingdom*, answer: "Each man and woman should take his or her part in the work of reconstruction, realising that rights have also their corresponding duties. The performance of these duties will react on the well-being of the community. If all co-operate to make some nook of God's creation a little happier and blessed, the world will be the better for our living. This is the highest form of citizenship. . . ."

May I, Mr. Editor, in conclusion, thank members in various parts of the country for critical and appreciative letters, and suggest that if every one would just make up his or her mind to *move one*, the "inertia of the mass" would soon cease to be a source of complaint.

Yours, etc.,

Dundee. JOHN M. SCOTT.

WHAT OUR READERS SAY

(*Continued from page* 269)

SUPERANNUATION

To the Editor,
LOCAL GOVERNMENT SERVICE.

SIR,—I was interested in a letter in your August issue, written by Mr. H. Longden, on the question of the Superannuation (Temporary Provisions) Bill. I agree with him that this measure affects only a proportion of N.A.L.G.O. members, and, like him, I wonder why it was introduced in preference to the one dealing with superannuation for employees of *all* local authorities. Owing to its permissive character, the Act of 1922 causes a great injustice to a very large section of employees of local authorities. To permit an anomaly whereby officials working side by side in an office, where one is pensionable and the other is not, is nothing less than an injustice, and the time is ripe for the passing of a compulsory Bill.

I fully appreciate the work of the Executive to attain this end. I would suggest that a list of all local authorities who have not adopted the Superannuation Act of 1922 should be published in the LOCAL GOVERNMENT SERVICE, and that propaganda should be concentrated and intensified in those districts in order to educate their representatives in Parliament to the necessity of removing the anomaly and injustice. Representatives of those areas should be summoned to a meeting arranged by the National Executive to ascertain their views and to decide, if possible, that a petition setting out particulars of the anomalies and signed by every member of N.A.L.G.O. who is outside the scope of the Superannuation Act, should be drafted and submitted to the Minister of Health and to every Member of Parliament.

Yours, etc.,

"SUFFERER."

"ECONOMIC" POLICY

To the Editor,
LOCAL GOVERNMENT SERVICE.

SIR,—*Re* the above, I meant to convey to the "Manchester members" and others that the issue before the country is primarily an economic one. The *complete abandonment* of the present system, I admit, would be a political issue; it would be a revolution. Democracy, however, implies changing economic and political institutions *by degrees*, i.e., through the laws passed by successive alternating governments, sponsored and elected under the party system.

The present economic system has legal sanction for the continuance of *laisser faire* in the means whereby we live and secure a livelihood. The political system has grown up under and been directed by the fact of *sovereignty*—Britain for the British. Government for the people by the people is frustrated because of the conflict between the rival factions in the economic sphere. We possess a democratic political system which is dominated by an economic autocracy.

To save ourselves we elected a National Government and expected that a *new economic policy* would be sponsored by this combination; but, so far, we merely see the continuance of the futile policy of trying to conciliate and control the various group interests which are inimical to the interests of the nation as a whole.

In one hemisphere is private enterprise; in the other hemisphere public enterprise, local and State—the former for private or personal gain, the latter for public well-being. In either case *increase or decrease* must be at the expense of one or other. And N.A.L.G.O. has the choice of helping either, the public service "contractionists," the "mark-timers," or the "expansionists," from a purely selfish, vocational motive, or take the wider view and act for the general well-being of the whole nation.

What is the duty of N.A.L.G.O. members now and always? Let Mr. John J. Clarke,

(*Continued at foot of col.* 2)

4%
TAX FREE
INVEST YOUR SAVINGS
SECURELY AND PROFITABLY
THE NALGO BUILDING SOCIETY
is prepared to accept from N.A.L.G.O. members and their wives any amount from 2/- to £5,000 immediately, in
PAID-UP SHARES - 4%
PARTLY PAID SHARES 4%
DEPOSITS - - - 3½%
WITHDRAWALS
Share investments are withdrawable at one month's notice. Deposits at any time — within a few days if required.
ACCUMULATED FUNDS
£350,000
Obtain a prospectus and application form from the General Secretary, N.A.L.G.O., 24 Abingdon Street, London, S.W.1.

STUDENTS' NOTES

NALGO SCHOLARSHIPS SCHEME

AT the commencement of the educational year it is appropriate to remind members of the Scholarships Scheme instituted this year. The scheme provides for the award of Exhibitions, Scholarships and Prizes to the best candidates (who are members of Nalgo) in the examinations of the following, viz. :—

1. National Association of Local Government Officers.
2. Institute of Municipal Treasurers and Accountants.
3. Incorporated Association of Rating and Valuation Officers.
4. Society of Incorporated Accountants and Auditors.
5. Law Society.
6. Chartered Institute of Secretaries.
7. Board of Trade (Inspectors of Weights and Measures).
8. Institution of Municipal and County Engineers.
9. Library Association.
10. Poor Law Examinations Board (*a*) Clerical Assistants.
11. (*b*) Relieving Officers.
12. (*c*) Institution Officers.
13. Poor Law Diploma for Scotland.
14. Sanitary Association of Scotland.

In addition to the above the Association offers a Sister Tutor Scholarship of the value of £150 to enable a qualified nurse member of N.A.L.G.O. to take the special course at King's College, London, in order to qualify for the position of Sister Tutor.

It should be mentioned that members who wish to compete for an award should forward their application forms to the Association at the same time as they send in their examination entry forms to the appropriate authority.

Lending Library

The Students' Lending Library at Headquarters now contains more than 350 books suitable for members taking the usual local government examinations. Books may be borrowed for long or short term loans on advantageous terms.

Education Correspondents

Education Correspondents have been appointed by many branches and these officers are now busy making local arrangements for students. Should any member require advice in connection with a proposed course of study he may consult the Education Correspondent for his Branch or write to the Education Secretary of the Association, Mr. T. Harvatt, B.A., Barrister-at-Law, at the Headquarters of the Association.

Nalgo Correspondence Institute

Since its inception in 1920 the work undertaken by the Nalgo Correspondence Institute has increased each year. Last year the number of new students enrolled was no less than 783; there is every indication that the number of enrolments for 1933 will exceed that figure.

This picture would be incomplete without some mention of examination successes and it may be remarked that from a smaller number of enrolments (it takes one or two years before a student is ready to enter for his examination) 295 students passed their examinations. Moreover, many of these students have written appreciative letters to the Education Secretary thanking the Tutorial Staff for the care and thought given to them during their courses. It is gratifying to know that so many officers start out on their career with this feeling of goodwill towards this valuable educational work undertaken by the Association.

Municipal Accountancy

It is not many months since Mr. Percy Craven commenced to re-organise the N.A.L.G.O. courses for the I.M.T.A. examinations, and it is with deep regret that we record his retirement owing to ill-health from the position of Director of Studies for these courses. Mr. Craven's work is being carried on and developed by Mr. Henry Brown, F.I.M.T.A., F.S.A.A., the energetic City Treasurer of Rochester.

Mr. Brown is a well known lecturer and writer on subjects connected with municipal finance and can, perhaps, be described as the originator of the Research Committee recently instituted by the Institute of Municipal Treasurers and Accountants. Students who take advantage of these courses for the I.M.T.A. Examinations will, therefore, be in good hands.

The most striking development proposed is the holding of lectures for the correspondence course students at strategic centres in the country. The lectures will be given by Mr. Brown and by the Tutors at a convenient time before each examination, thus enabling the period of revision to be vivified and made more valuable.

In addition, a Panel of Advisors has been formed who will criticise the tutorial paper and assist in the preparation of original material for the course.

Further developments are proposed, particularly with regard to the Free Service for Junior Students—but we need not go into details as these can be read in a booklet (NCI/22) which can be obtained from Branch officials or from the Headquarters of the Association.

Other Courses

Finally, may we draw your attention to the advertisement appearing on page 264 of this issue and suggest that if you are considering a course of study and desire advice, NOW IS THE TIME TO TAKE ACTION.

N.A.L.G.O. CORRESPONDENCE CHESS COMPETITION, 1933.

The following particulars of the draw have been communicated to competitors by the competition secretary, Mr. M. J. Murphy :—

1ST ROUND

To commence September 1, 1933; finish November 20, 1933 :—

(A) Southwark *v.* Battersea.
(B) Leeds *v.* Port of London Authority.
(C) Richmond *v.* Ipswich.
(D) West Riding *v.* Lincoln.
(E) Hackney *v.* Cumberland (North Region Section).

2ND ROUND

To commence November 27, 1933; finish February 15, 1934.

(C) ..... *v.* (A) .....
(E) ..... *v.* (B) .....
(D) ..... A bye.

3RD ROUND

(i) (E) or (B) ..... *v.* (D) .....
(ii) (C) or (A) ..... A bye.

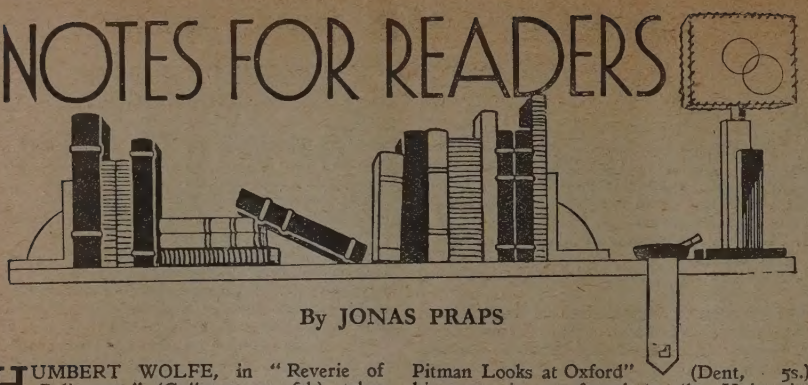
FINAL

(ii) ..... *v.* (i) .....

The dates of the 3rd and final rounds will be announced after the termination of the 2nd round. Owing to the number of entries, entailing four rounds, it will probably be necessary to play (or complete) games over the board in either the 3rd round or final.

Consistent form has been shown by the Porthcawl Branch during their first cricket season. Although only three of the nine games played ended in their favour, a closer analysis of the scores shows that 76 individual innings were played and 656 runs were scored. These figures compare with 85 innings and 626 runs by their opponents. The highest individual aggregate for Porthcawl was 175, and each member of the team averaged 8.37. The hon. secretary is anxious to know of any branch team who would be prepared to arrange fixtures with Porthcawl for next season.

NOTES FOR READERS



By JONAS PRAPS

HUMBERT WOLFE, in "Reverie of Policeman" (Gollancz, 7s. 6d.), takes the figure of a policeman commencing his beat watching "benevolently over his street," noting abnormalities; and the play begins. It is pure phantasy allowing Mr. Wolfe the opportunity to introduce some fantastic ideas; a quaint spirit has crossed the borders, the houses are behaving unusually, the policeman records in verse—"the immortal shorthand of the soul"—his interviews with the gentlemen in evening dress, a parrot, a ballet dancer, a satiric poet, two imaginary robots, etc. The policeman finishes his beat and the play is torn up. Readers may complain that the book gets nowhere, but does that matter if the telling is good?

Epic of the South Pole

No account of Scott's ill-fated last journey to the South Pole could fail to bear witness to the gallantry of "No Surrender Oates," and it is fitting there should be an account of his life, particularly that part of it which records his association with the expedition. In "A Very Gallant Gentleman" (Butterworth, 8s. 6d.), L. C. Bernacchi fills this gap in an excellent way. The distressing side of the account is that Oates' action in walking out of the camp to certain death that he might ease the task of his companions in reaching their base was to no purpose. Oates, the soldier, went to his death merely remarking as he went out into the blizzard: "I am just going outside; I may be some time," and his action will long remain as the most gallant of brave deeds.

"No Second Spring," by Janet Beith (Hodder, 7s. 6d.), is a sombre story of Scottish manse life in the early part of the nineteenth century. The Rev. Hamish McGregor, though never actually unkind to his dainty, lovable young wife, Allison, and his children, was as severe of heart as he was powerful of body; the Day of Judgment was more potent a force with him than the day of life. Fear governed the family rather than love, and it was small wonder when a gentle stranger of artistic temperament arrived at the end-of-the-world village that Allison and he fell in love; a perfectly hopeless love, of course, under the circumstances. The three main characters are excellently drawn. Allison is a delightful example of the perfect Victorian mother, bearing patiently the loss of her three children in the hopelessly insanitary manse and the deadly drabness of the village life.

Secret Service in Morocco

The books of Ex-legionnaire 1384 are excellent examples of the dictum that truth is stranger than fiction. In his new book, published by Sampson Low (8s. 6d.), "With the Secret Service in Morocco," again in collaboration with W. J. Blackledge, a vivid picture is given of the espionage and intriguing which seems to be inseparable from the dealings between the French and the Riffs in Morocco. You may think the account of these super-spies too brutal to be tasteful. It is certainly a realistic record if too gruesome to be pleasingly picturesque.

"Roger Dataller," in his first book, "From a Pitman's Notebook," gave a series of impressions, in a rather caustic vein, of the life of the coal-miner at home and in the pit. In "A Pitman Looks at Oxford" (Dent, 5s.), his scene is transferred to the University, its college dons and student life, and he brings to his criticism an interest which has a freshness of viewpoint not yet relieved of the caustic side, giving a new interest to the life of this famous city of learning.

I have drawn attention in these notes to the excellent short biographies of famous people published by Peter Davies, Ltd. The same firm is now producing a series of monographs of history at the same price (5s.). "Trafalgar," by A. F. Fremantle, is a good example of the series which is intended to relate "great occasions" in history in a readable form.

The busy man who is interested in modern biography will also be glad to have "The Post Victorians," a series of short accounts of the lives of recent notable personages in politics, literature, drama, etc., by such writers as Wolfe, Nevinson, Sheriff, Walpole, Agate and West. The book is published by Ivor Nicholson at 10s. 6d., and is good value for the money.

TAX FREE INVESTMENT

IF, twelve months ago, it had been suggested that the newly formed Nalgo Building Society would transact over a third of a million pounds worth of business in its first year of existence——.

It was beyond the wildest dreams of those in the closest touch with the Society's inauguration. The fact remains that in less than thirteen months over £388,000 has been advanced to members of N.A.L.G.O. to enable them to purchase reliable freehold and leasehold residential properties. The astounding feature is that the Society is probably in the unique position of being able to reinvest as much share and deposit capital as happens to be forthcoming. Whereas many Societies have been reluctantly compelled to place a limit on their investment income, the Nalgo Building Society has thrown its doors open wider by accepting *deposits* from the relatives and friends of members, although it was originally intended to confine the whole of the investment facilities to members of the Association and their wives.

What is the secret of this success? Why has the Society achieved in a year a measure of progress which might reasonably have taken several years to attain? There are two reasons.

In the first place, N.A.L.G.O. enjoys the utmost confidence of its members, and this was never more clearly demonstrated than in the case of the Building Society. Secondly, the sole object of forming the Society was to provide members of the Association with the very best facilities for investment and house purchase, and the tremendous response from investors and borrowers is a great tribute to the scheme.

Members of the Association can purchase paid-up £10 shares or contribute a *minimum* of 2s. per month to the partly-paid share section. Interest at 4 per cent., tax free, is given on all share accounts, and in the ordinary way is credited to each account monthly and compounded at the end of the year, but investors can be paid by cheque on January 1 and July 1 if required.

Deposits receive 3½ per cent., tax free, and this section is at present open to the children, relatives and friends of members. The same arrangements exist for the payment of interest; but, whereas one month's notice has to be given to withdraw shares, deposits can be withdrawn at any time, *i.e.*, within a week if required.

For the convenience of members who have bank accounts, the Society issues a Banker's Order form, the completion of which enables a

(*Continued in col.* 2)

(*Continued from col.* 3)

definite sum to be transferred to the Society's Bankers each month, and this is a great encouragement to systematic saving.

The scheme is built to enable the small and large investor to obtain the highest rate of interest, tax free, as any amount from 2s. to £5,000 can be invested and receives 4 per cent. on each completed £ of capital. "Tax free" means what it says, as the Society pays tax on all interest distributed, and, although an investor should declare the interest received when completing his statement of income for the Tax Authorities, he will not be assessed on the amount.

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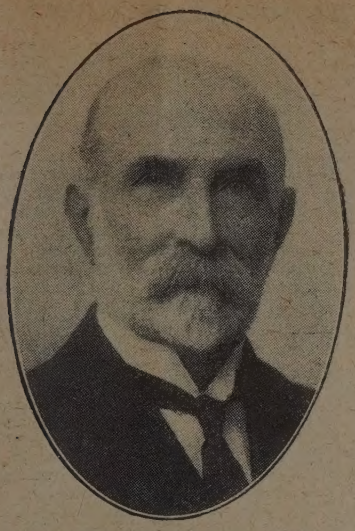
OFFICIAL AND PERSONAL

THE LATE MR. J. J. SIMPSON, CHAIRMAN OF LOGOMIA: IMPORTANT APPOINTMENTS FOR NALGO MEMBERS



The late Mr. J. J. SIMPSON, Formerly Clerk to the Bristol Board of Guardians and Chairman of Logomia

WE deeply regret to announce the death, which took place on September 9, of Mr. J. J. Simpson, chairman of the Board of Management of Logomia, and formerly Clerk to the Bristol Board of Guardians, a post from which he retired in 1922. Mr. Simpson was born in 1855 and entered the Poor Law service at Bristol in 1875. In 1877 he was appointed Chief Clerk to the Guardians, and was unanimously elected Clerk to that authority on the formation of the extended Poor Law body for Bristol in 1898. He was closely associated with the National Poor Law Officers' Association, becoming President in turn of the local branch and then of the National body. He was also closely identified with the work of the Union and Rural District Clerks' Association and with the Association of Poor Law Unions.

Guarantee Society Founder

Mr. Simpson was one of the founders of the West Midland Poor Law Conference, which exerted a considerable influence on Poor Law policy in this country during the latter part of last and beginning of this century. But his chief work for his colleagues in the service was the building up and expansion of the Guarantee Society, of which he was continuously chairman for 39 years, being re-appointed unanimously at the last annual general meeting of the Association at Folkestone in June. He was present at its inaugural meeting held in London in 1897, when the adventure to provide on mutual lines security for Poor Law officers at lower premium rates than were then being charged by private companies was decided upon with some misgivings. He and his contemporaries of that period (few of whom are now left) have had no cause to look back, for careful and prudent management from the first to last had led to financial success until the Local Government Officers' Mutual Insurance Association—Logomia—is to-day more flourishing than ever before in its progressive history.

A Man of Varied Interests

Mr. Simpson had many other interests. He was actively connected with religious work in Bristol and took a leading part in raising the sum of £20,717 towards the total cost of the new Church, Parish Hall and Vicarage of St. Peter's, Henleaze. For many years he was actively identified with the Bristol Madrigal Society. He was a keen archaeologist, and was for some time honorary treasurer of the Gloucestershire and Bristol Archaeological Society, of which he was elected President in 1931. Mr. Simpson had a most lovable personality; he was the soul of honour and integrity; he was a friend to all officers, a kind father to the young and a wise counsellor to the old. In Bristol civic circles his high character was appraised at its true worth, and his name was one with which to conjure public approval and enthusiasm in support of any cause with which he became associated.

* * *

Mr. Herbert E. Nutter, Deputy Town Clerk, succeeded Sir Alfred Howarth as Town Clerk of Preston on September 15. Born in Preston, Mr. Nutter attended the school that Sir Alfred Howarth had been to—St. Paul's. In 1894 he joined the corporation staff as a junior clerk in the Town Clerk's Department. In 1908 he was articled to Sir Alfred Howarth. Three years later he was admitted a solicitor, and was appointed assistant solicitor to the corporation. In March, 1925, Mr. Nutter was appointed Deputy Town Clerk.

He has had much experience of Parliamentary work in connection with local Bills, and has undertaken police court advocacy for the corporation. He has also represented the corporation at government inquiries and arbitrations. Mr. Nutter is a member of the Preston Branch of N.A.L.G.O. For a number of years he was chairman of the Executive Committee of the local branch, and was also a member of the North Western District Committee.

* * *

Dr. J. Greenwood Wilson, M.O.H. of Dewsbury, has been appointed Medical Officer of Health of Cardiff. He is 36 years of age, and has had a successful career. He served as a second lieutenant in the South Lancashire Regiment in 1916-1917, and as lieutenant and flying officer of the R.F.C. in Macedonia and Egypt from September, 1917, to March, 1919, and was wounded in the Salonika campaign. Since 1924 he has held appointments at Westminster Hospital, Salford Royal Hospital, the Great Ormond Street Hospital for Sick Children, London; the Monsall Fever Hospital, Manchester; and the Brompton Hospital for Consumption. He has also been deputy medical officer of health of Lewisham and a district medical officer under the Lancashire County Council. Dr. Wilson is a member of N.A.L.G.O.

* * *

Dr. E. G. Annis, who recently retired from the post of Medical Officer of Health of Greenwich, received a farewell presentation from the staff of the Council. Mr. F. J. SIMPSON, the Town Clerk, who presided, referred specially to Dr. Annis's valuable services to the Greenwich branch of N.A.L.G.O. during the whole period of the branch's existence, and said that the happy position in which they found themselves to-day was due in no small measure to his guidance and genial, powerful influence. The Town Clerk instanced Dr. Annis as proof of the well-known saying that it was the busy man who could usually be relied upon to take on the extra work. Dr. M. Macdonald, who has been appointed to succeed Dr. Annis, paid a tribute to Dr. Annis's kind personality and helpfulness, and Mr. F. W. Foulger, speaking both as secretary of the Greenwich branch and as Principal Clerk in the Public Health Department, mentioned that Dr. Annis was already interesting himself specially in regard to cancer research and the safeguarding of the national health through the activities of the foremost public health organisation in the country.

The Town Clerk then made the presentation to Dr. Annis, which took the form of a grandfather clock, suitably inscribed. In reply, Dr. Annis expressed his sincerest appreciation of the kindness and help which he had received during his long period of service from every chief officer and their individual staffs. He referred particularly to the valuable work of N.A.L.G.O., to which, he was pleased to know, every member of the Greenwich staff belonged. The Association had done a tremendous amount of good work.

* * *

Mr. F. A. Lysons, hon. secretary of the West Middlesex branch of N.A.L.G.O., has been successful in passing the final examination of the Incorporated Association of Rating and Valuation Officers, held in May last. The inter was passed in 1931. He has been elected an associate member of the Association. Mr. Lysons was in the service of the Hindley U.D.C. for nearly eight years, during which time he served N.A.L.G.O. as correspondent for the Approved Society for seven years, and for a while as Provident Society Correspondent. In 1932 he was appointed Rating officer and collector to the Uxbridge Urban District Council.

* * *

Mr. W. A. Thwaites, F.L.A.A., F.A.I., chief collector, city treasurer's department, Newcastle-upon-Tyne, has retired after 42 years' service with the Corporation. He attended the Finance Committee by invitation and was personally thanked for his valuable services. Mr. E. L. Best, F.A.I., senior clerk, collection department, was appointed chief collector by the Council on July 27, last, at a salary of £450 per annum, rising by two annual increments to £500 per annum, the position to be reviewed at the end of two years.

* * *

The death has occurred of Mr. T. M. Boswell, Sanitary Inspector to the Enfield U.D.C., and a prominent member of the local branch of N.A.L.G.O. since its inception. He was a member of the Executive Committee for the last two years. In a tribute to Mr. Boswell, the Medical Officer of Health (Dr. D. H. Geffen) says: "The whole of my department were stricken with grief at the loss of so fine a colleague and so capable a worker. A most striking feature of Mr. Boswell's character was his quiet efficiency. He was that type of inspector which every medical officer of health always seeks. He was reliable in the extreme; efficient in every branch of his work; courteous to rich and poor alike; and beloved, not only by those whom he had helped, but also by those who, on occasions, he had had to censure." Mr. Boswell was 50 years of age.

Mr. HERBERT E. NUTTER, who has been appointed Town Clerk of Preston

NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

HEADQUARTERS:
24 ABINGDON STREET,
WESTMINSTER, S.W.1.

ALL HEADQUARTERS COMMUNICATIONS should be addressed to the General Secretary and endorsed with the appropriate subject, e.g., "Legal," "Insurance," "Finance," "Organisation," "Education," or "Special Activities."
Telephone: Victoria 8592 (6 lines).
Telegrams: Natassoc, Parl, London.

HEADQUARTERS AND BRANCHES

The following circulars have been remitted to branch honorary secretaries and correspondents from Headquarters:—

AUGUST 29

Circular No. 65/*Gen.*/1933.

(*a*) Enclosing two copies of the up-to-date Rules and Constitution of the Association and stating that further copies are available.

(*b*) Enclosing copy of an article, "Burden or Benefit," by Dr. E. C. Fairchild, which has received considerable notice in the Press and stating that a further copy is available if required for the local press.

Circular No. 66/*B.O.*/1933.

Giving information relating to the "Help Yourself" annual scheme and asking for active support from branches.

Circular No. 67/*Ed.*/1933. (*To education correspondents.*)

Giving particulars of the autumn programme of the Nalgo Correspondence Institute.

* * *

SEPTEMBER 11

Circular No. 68/*B.O.*/1933.

Regarding the Amateur Photographic Competition held in aid of the Benevolent and Orphan Fund.

Circular No. 69/*Ed.*/1933. (*To education correspondents.*)

(*a*) Enclosing a copy of the revised autumn prospectus and stating that further copies may be obtained if required.

(*b*) Asking for lists of members willing to join the proposed panel of lecturers.

(*c*) Regarding the scholarship scheme.

Circular No. 70/*Log.*/1933. (*To local correspondents of Logomia.*)

(*a*) Concerning propaganda in connection with life assurance.

(*b*) Enclosing a circular for distribution among members and requesting local correspondents to notify Headquarters of number required.

(*c*) Enclosing booklet setting out the Association's rates of premiums for life assurance.

Circular No. 71/*B.S.*/1933. (*To local correspondents of the Building Society.*)

Giving information relating to the Building Society and enclosing a letter which has recently been sent to every mayor or chairman of the council and chief official in the local government service.

Circular No. 72/*B.O.*/1933.

Reminding branch secretaries, who have not already done so, to inform Headquarters, by September 15, of the number of "Help Yourself" annuals required.

(*Continued at foot of Column 2*)

THE LATE MRS. L. HILL

ON the eve of going to press we learn with the deepest regret of the death of Mrs. Hill, the wife of our General Secretary. The heartfelt sympathy of the members of the Association and of his many friends, both in this country and abroad, will be extended to Mr. Hill on the irreparable loss he has suffered. With Mr. Hill she had spent a holiday in Scotland, and appeared to be in her usual health. A few days after her return home at the beginning of September she became suddenly ill and was taken to hospital to undergo an operation for appendicitis. Peritonitis supervened, and from the first her condition was very serious, but she rallied sufficiently to give hope for her eventual recovery. In these critical days she made a brave fight for life—so characteristic of her serene and valiant spirit; but she suffered a relapse, her strength gradually ebbed, and she passed away on the evening of September 23. The funeral took place at Leytonstone on September 26. In the early days of the Association a quarter of a century ago, when it was small in numbers and in influence in comparison with the powerful force it is to-day, Mrs. Hill rendered invaluable service to her husband in his work. None was more worthy than she of the title of pioneer and none was prouder of the eventual success of that early uphill struggle. In the intervening years she followed the fortunes of the Association with a keen and active interest. Her work was never seen in the blaze of the limelight; it was of that quiet and unassuming character which contributes so much to the building of a great organisation. No man could have wished for a more devoted and enthusiastic helpmate in his public work, and N.A.L.G.O. is the poorer for the untimely passing of a gracious lady. To all who had the privilege of coming in contact with her she endeared herself by the charm of her personality. We take leave of her with a salute of respectful tribute and grateful remembrance.

(*Continued from Column 1*)

Circular No. 73/*Gen.*/1933.

(*a*) Regarding Whitley councils and enclosing a memorandum giving information on the subject.

(*b*) Enclosing a statement on the subject of salary deductions and subsequent action in accordance with particulars received up to August 31.

(*c*) Enclosing a copy of the minutes of the Annual Conference, held at Folkestone, and requesting that if the branch representative to the 1934 conference so requires, the copy be handed to him.

IMPORTANT DATES

Oct. 1.—Payment of subscriptions for year should be completed. Branch to issue official receipts for all subscriptions paid up by monthly instalments. Members' subscription cards to be exchanged for receipts.

„ 31.—Branches to remit all moneys due to the association to headquarters. Summary sheets to be forwarded to headquarters as soon as possible. District committees to furnish financial statements to headquarters.

"HELP YOURSELF" ANNUALS

The Association is again selling Annuals on behalf of the Benevolent and Orphan Fund. Copies can be purchased on and after October 9, and are obtainable from the branch secretaries. Most members need no introduction to this scheme, which has been the means of raising such a large sum for the B. & O. Fund. It is hoped this year to raise a further £3,000 by selling 42,000 copies of the Annual. The price is 2s. 6d., and represents good value for money. Every purchaser receives a numbered receipt for his payment, and 2,000 free gifts valued £20,000, including one for £1,000, are distributed amongst the purchasers. Last year 140 of these gifts were presented to persons who purchased their Annuals through N.A.L.G.O., and included amongst them were two motor-cars. Do not be disappointed by delaying to purchase your Annual. Copies are disposed of very quickly.

HOLIDAY CAMPS RE-UNION

The first re-union of the Association's holiday camps and Canary Islands cruise, held early in the year, in London, was so successful—nearly 600 attended—that arrangements have already been made for another one to be held in London and a similar function in Manchester, in order to bring the northerners together.

The London re-union will be held on Saturday, January 27, 1934, and again at the Portman Rooms, Baker Street, W.1, commencing at 7 p.m. Tickets, 2s. 6d. The Manchester Limited Restaurant, Royal Exchange, Manchester, which is in the centre of the city and convenient for all stations, has been booked for Friday, February 16 next. This function will also commence at 7 p.m. The tickets are 2s. 6d., but in this case refreshments are included.

There is sure to be a big demand for admission, and as the accommodation is limited, early application should be made to Headquarters.

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PUBLISHED 1st NOVEMBER

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Contributions on topical Local Government problems are invited and will receive careful consideration, but the Editor cannot accept responsibility for the safety of manuscripts submitted for his consideration.

Authoritative local news on matters having more than a purely local interest is welcomed.

Legal and other inquiries relating to Local Government will be answered promptly.

All communications should be addressed to THE EDITOR.

RESTORE THE SALARY CUTS!

ASSOCIATION'S ILLUMINATING FIGURES

FOLLOWING the welter of salary cuts and "economy" plans which set in two years ago, it has been refreshing to note during recent months a growing tendency on the part of authorities to look on the other side of the picture. It is a tendency which is not confined to this country; abroad, and particularly in British Dominions, there has been a distinct reaction against the policy which has compelled local government officers to suffer unjust sacrifices in the sacred name of economy. In this country, as elsewhere, indeed, certain authorities have taken the initiative in stepping from the rut of precedent and fashion to the extent of raising the salaries of officers. It is to be hoped that before long there will be a more widespread response to this heretical gesture.

* * *

What the Figures Show

The prediction which we made in these columns two years ago when the "economy" crisis overwhelmed the country is in process of being fulfilled. It was then suggested that the further we were removed from the excitement which naturally accompanied the Government's measures to cope with the situation local authorities would view the position with calmness and sound judgment. How far this is being achieved is shown by the very illuminating figures which the Association has recently issued indicating the position with regard to salary abatements as at August 31 last.

The figures show, for instance, that out of 2,042 authorities in England, Wales and Scotland, about one-third —or 715 to be precise—made deductions in salaries following the suggestions offered in the Ministry's circular 1222. The fact that nearly two-thirds of the local authorities of the country decided, in spite of all the excitement and alarm and the insistent demands for "economy" created by the events of the autumn of 1931, not to impose cuts, should in itself have been sufficient to compel a reversal of policy on the part of those authorities who saw fit to make temporary abatements.

* * *

Remove the Injustice!

Why was not a condition made that unless a very substantial proportion of authorities imposed cuts the policy of reducing salaries would become inoperative? For two years there has been perpetrated an injustice whereby certain authorities have salary cuts and others have not, which is almost as serious an anomaly as that which concerns the superannuation position. The facts disclosed by the Association's memorandum afford abundant justification of the demand for a universal restoration of the cuts at the earliest possible moment.

This demand is even more strongly reinforced by the fact that of the 715 authorities who made deductions no fewer than 182 have terminated the cuts, while 121 have modified the abatements in favour of the staffs. These figures may be even better as a result of a decision of the Lancashire and Cheshire Provincial Whitley Council.

* * *

Whitley Council's Arguments

On September 4 that Council decided to recommend to the constituent authorities that the salary deductions should be restored. The probable effect of this decision will be to increase the number of authorities who have terminated the cuts by about 80—from 182 to 262. Thus, approximately 37 per cent. of the authorities of the country who have been operating salary deductions will have terminated them, and only 450 roughly—or 22 per cent.—of the total number of authorities will have cuts in force. It was the fact that so small a proportion of the local authorities are operating temporary deductions which caused the Lancashire and Cheshire Provincial Whitley Council to reach the conclusion to which we have referred. Two other strong arguments, it may be noted, governed that decision. In the first place, in September, 1931, it was definitely agreed that the salary deductions should be temporary in character. Again, the salary deductions and the circumstances in which they were applied have no bearing upon the standard of remuneration of local government officers.

* * *

Officers' Sacrifices

In an economic sense the conditions prevailing to-day are not the same as those in the autumn of 1931. More and more authorities, we believe, will seriously question whether salary deductions made on the ground of conditions two years ago should be continued. When the cuts were imposed it was manifest that this policy, both from the wider point of view of the national interest and from that of the effect of singling out local government officers for special sacrifices apart from those which they had to shoulder as citizens in connection with retrenchment and taxation, was one that was open to challenge on many solid grounds. The salaries of local government officers are not based upon any uniform or national scheme. The remuneration varies according to the value put upon their work by each local authority. It was apparent, therefore, that any method of dealing with the question of salary abatements would lead to inequality of treatment. But the sacrifices which officers have made cannot be wholly measured simply by the amount of the salary cuts. Normal increments of remuneration have been delayed. Promotions have been deferred. Superannuation rights were jeopardised, though this point has been dealt with to a large extent by the measure which Parliament passed on the eve of the recess.

* * *

A Courageous Policy

Neither the national emergency nor the rates of remuneration of local government officers warranted the cutting of salaries at all. But in the critical events of the autumn of 1931 the service was suddenly confronted with such an extraordinary set of circumstances that everything depended upon the way in which the Association handled the problem. Events have proved that the courageous policy which it adopted has been amply justified. On all sides there has been approbation for the way in which the officers' case has been presented to the responsible authorities, and particularly of the memorandum which was submitted to the Ray Committee.

* * *

Exploding the Fallacies

The incontrovertible facts in that document have exploded with devastating effect many of the fallacies of the salaries question and have demonstrated beyond a peradventure that the restoration of normal conditions in the service is a measure of simple justice. The service standards which the Association had secured through years of unremitting work represented those which the local authorities were convinced were fair and equitable in the interest of officers. It may, therefore, be presumed that authorities who are still continuing the salary cuts will not desire to permit for a moment longer than is necessary a departure from those standards which, in their considered judgment, represented the minimum in relation to service conditions.

WHAT WHITLEYISM MEANS

ITS ADVANTAGES IN THE LOCAL GOVERNMENT SERVICE: SOME OF THE OBJECTIONS EXAMINED: PRESERVATION OF OFFICERS' RIGHTS.

THE fundamental principle of Whitleyism was laid down when society was founded, and that was when one man was gifted with sufficient intelligence to speak his thoughts to another and when that other man was able to understand and reply to them. Since then mankind has traversed a long and tortuous road, until it has now reached a stage in the sublimation of life when man deems himself to be a rational, thinking creature.

This progress has been dependent upon the realisation that all men have many things in common and not a few in discord, and that, in order to produce circumstances acceptable to the majority, an exchange of views and a gradual working out of a theory based upon experience is essential. Herein lies the astounding value of the doctrine or Whitleyism, for, although so simple in essence, it is nothing more nor less than a grouping together of the main features of society's progress and an embodiment of new ideas therein.

What is the Alternative?

Consider for a moment the thousand and one ways in which conference has produced—and, in spite of the pessimists, is producing—a greater degree of social good—from the smallest village social club right through every walk of life to such international bodies as the League of Nations. Consider also the alternative; it is authority and submission irrespective of justice. Yet all this is being done on a basis whose extension and adjustment to meet particular needs was recommended by the Rt. Hon. J. H. Whitley's committee during 1918.

Producers are, between themselves, regulating supplies—perhaps, in some instances, to the extent of strangling demands; financiers and bankers are co-operating in the sphere of monetary questions; political parties can, by consultation, accommodate their demands to the extent that, no matter what "colour" may be in office, there is a continuity in legislation; each and every one of these groups can, at any given moment—such as the crisis of August, 1931—confer together to produce certain results; and the innumerable smaller associations, societies, and clubs manage to progress on this same system.

Peace and Progress

When the Rt. Hon. J. H. Whitley's committee recommended the setting up of joint councils and committees of employers and employees, in order that they might pool their knowledge, ideas, and troubles, as the best means of solving all their own difficulties and to work out schemes for greater efficiency in their respective spheres and for the general benefit of society, popular belief was that, at last, peace and progress would be assured. This belief has been justified.

But when it is suggested that this system should be extended to the officers' side of the local government service, which is the only section of the public service without a complete system of Whitleyism, doubts arise. These doubts are not confined to the employers. The employer wonders whether he will lose his "authority"; the officer wonders whether he will be regimented. Why this should be is difficult to understand, because many of our local government councillors are already taking part in Whitleyism on behalf of other sections of the service.

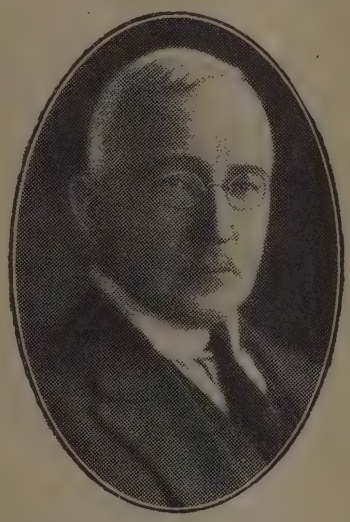
The advantages of Whitleyism in the local government service have been summarised by Mr. L. Hill, general secretary of the National Association of Local Government Officers, very clearly and concisely. His points are:—

(1) It establishes an essential point of contact between employers and employees, thus enabling each side to appreciate the point of view of the other.

(2) It is the most direct means of ensuring that the work of all departments of the local government service are firmly welded into that nicely balanced whole which signifies local government in its best sense.

(3) It ensures the general recognition of the responsibilities of the officers and the qualities, training, and qualifications required by them to carry out their exacting duties, at the same time providing that the assessment of their value is not made upon a purely commercial basis.

(4) It determines a true equation of the work values of the officers between the absence of financial rewards comparable with those of commercial success on the one hand, and the value of continuity of employment and a degree of security of tenure of office on the other.



The Rt. Hon. J. H. WHITLEY, "Father" of Whitleyism

(5) It lifts the harsh methods of driving bargains by interviews into the quiet realms of statesmanship.

Even the Rt. Hon. J. H. Whitley himself has recently endorsed the policy of endeavouring to secure Whitley Councils for this vast and important section of our public service.

Unsound Objections

The difficulties in the way are not, however, one-sided, for there are many local government officers who fear that Whitleyism will, in some way, harm their individual interests. The main objections that have been put forward to the scheme are:—

(1) That local authorities will lose their autonomy.

(2) That the existing rights of officers will be prejudiced.

(3) That the standard set by these councils will be formed by reference to the smallest local authorities.

(4) That individual effort will go unrewarded, because it will be submerged by the wider scope of Whitleyism.

(5) That the theory sounds too good to be true and that, therefore, there must be a "catch" in it.

Not one of these arguments is sound. Local authorities will not lose their autonomy, because the findings of the Whitley Councils will still be optional and subject to local adoption. But that is no reason why the local authorities in a given area should not pool their ideas; nor is there any valid reason why a very small rural authority should not benefit by coming into close contact with its larger brethren. In addition to this, the principles of Whitleyism are so widely drawn that all authorities of a particular type may have facilities for conferring together, as well as with representatives of other types of local authorities.

Rights will be Safeguarded

The existing rights of officers will always be safeguarded, because in all agreements, whether national or local, or whether imposed by Parliament or the local council, N.A.L.G.O. has always insisted and will always insist upon provision that the standards set by the agreements shall not operate adversely in the case of existing officers. There is no reason whatsoever to suppose that this vigilance will be relaxed when the officers themselves have an opportunity of expressing their views before the agreements are drafted.

The third objection cannot be sustained, for the very simple reason that the large authorities in any particular area will always, by reason of their size, have a predominant representation on the councils, thus ensuring that the standard of the lowest will not be taken as the criterion for the whole area. On the other hand, the smaller authorities need not fear that what decisions may be given will be too big for them to adopt, because adequate provision can be made for adjustments in the main scheme to meet conditions peculiar to a given locality.

Individual Effort Rewarded

To suggest that individual effort will go unrewarded because of Whitleyism is to suggest that individual effort is wasted in the present structure of society, because it has been shown that Whitleyism in the local government service is but an extension of a system which operates in industry, commerce, the professions, and the public service. Who will suggest that individual effort has not met its own reward in other walks of life? Will any successful man say that he was submerged by the organisation of society, or will he say that this organisation assisted him to go further than he would have done had he to fight a lone battle?

There are still a few "plums" left in the local government service, and Whitleyism will do nothing but enhance their value, because it will enhance the value of the whole service. Bradford housing is a permanent memorial to the late Mr. Fred Marsden, who was vice-chairman of the Yorkshire (West Riding) Provincial Whitley Council and a member of the Standing Conference of Joint Councils. He is but one example of many which could be quoted, but it merely serves to show that individual effort and Whitleyism are in apposition, not opposition.

The issue of The Gramophone Company's dual record, H.M.V. B4453, is a happy step forward in musical device. As a few may already know, it consists of an invention by which the recorded voice of Charles Dean—otherwise Danny Malone—renders certain songs, "Danny Boy" and "My Old Irish Mother," in both tenor part and baritone simultaneously, as though Malone possessed a double register of voice, trained to sing a duet by itself! In effect it is quite certainly notable; so also the idea of it, by one of the company's assistants, and the mechanical perfecting by their experts. The Gramophone Company's new address, it may be added, is 98-108 Clerkenwell Road, E.C.1.

REVIEW OF CURRENT LITERATURE

MR. LLOYD GEORGE'S WAR-TIME REMINISCENCES : THE SOCIALISATION OF BANKING

THE GREAT WAR

WAR MEMOIRS. By D. Lloyd George. (Volume 1.) (Ivor Nicholson and Watson, 44 Essex Street, London, W.C.2.) 21s. net.

The first volume of Mr. Lloyd George's memoirs of the "war to end war" is an epic of military and political muddle-headedness, jiggery-pokery, secrecy and inability to get on with the job when all essential factors were in favour of a speedy and successful conclusion to this gigantic, sanguinary massacre of practically one generation of Europe's manhood. One feels, even allowing for that natural bias which creeps into what is virtually an apologia of one of the central figures in the drama, that if a really strong man, capable of big decisions and of carrying his colleagues along with him, had been at the head of the Government at the outbreak of hostilities, the war would really have been over "by Christmas."

This account of the most terrible page in the history of the world opens with an analysis of what is termed the "brewing of the storm." One is left wondering whether strong action taken as late as two or three days prior to August 4, 1914, would have altered the course of events, but this is mere conjecture and is but the author's interpretation of what might have been.

On the Whitehall Front

When, however, he comes down to the facts of the operations involved by the declaration of war, the shilly-shallying, red tape, hide-bound traditions of the leaders of the country are thrown into high relief. It was perfectly easy to rouse the populace to a fiery pitch of patriotic enthusiasm—the press saw to that; but what was equally important—and this was not done—was that the thousands upon thousands of our men ought to have had adequate equipment and ought to have been used to the best advantage with a minimum loss of life. The war lords, Cabinet Ministers, and State Departments jealously guarded their own secrets; munitions were made at only pre-war requirements; the industry was left unorganized; information asked for was not supplied; orders issued by the Cabinet to the War Office were not executed; and, generally, the conduct of the huge operations demanded by the magnitude of the feat to be accomplished, was reduced to a tragic hiatus by lack of trust and co-operation, caused by professional jealousy.

As for active co-operation with the Allies, what could one expect when the War Council itself held only sporadic meetings to receive nebulous reports and issue equally ineffective instructions? The author's pen-portraits of many of our statesmen and soldiers may seem to be prejudiced, biased, and, perhaps, definitely unfair, but, in the light of events, there must be admitted a degree of justification for what he says, particularly in those sections of the book which deal with the questions of strategy.

The account of the work undertaken and performed by the Ministry of Munitions is almost the only bright spot in the whole of the work. The enormous tasks to be performed, without precedent to guide the responsible persons, the methods adopted to fulfil those tasks, the difficulties placed in their way and overcome, the results achieved, are a glowing tribute to the men who put heart and soul into their work and produced order and progress out of chaos and lassitude.

A Notable Precedent

Our readers will recall the old song, "There's a Silver Lining," and the silver lining in that black cloud of early war conditions was the official recognition given for the first time to the rights of workers to negotiate on a national scale with their employers and the Government. Mr. Lloyd George and his colleagues at the Ministry of Munitions established a precedent which has, even to-day, been of enormous advantage to those who returned and to their children, for they advocated joint industrial councils for all workers in the munitions industries, bettered their working conditions by instituting minimum sanitary and health requirements, canteens and other forms of necessary improvements in factories and shops.

Furthermore, the author went so far, in order to get on with the job, as to agree with the trade unions on a policy whereby trade union rules regarding labour and wages would be relaxed "for the duration" provided that the profits of the employers would also be limited, thus preventing exploitation and minimizing, to some extent, profiteering.

This volume takes us up to the end of 1915 and, if the next volume be as "juicy" as this, then it should be the most interesting of all the publications on this subject.—D. J. P.

PRACTICAL HANDBOOKS

The Practical Handbook series, published by George Allen and Unwin, Ltd., at 2s. per volume, is in the front line of useful books published at a price to suit the pocket of everyman. The field covered by this series is as broad and long as can be desired; the subjects treated range through auction and contract bridge, free-lance journalism, the writing of film stories; but, to our readers, the most useful editions are those dealing with committee procedure, with its many aspects—How to Take the Chair, a Simple Guide to Committee Procedure and Secrets of Success in Public Speaking.—D.J.P.

THE MONEY PROBLEM

THE SOCIALISATION OF BANKING. By Oscar Sachse, with foreword by Sir Stafford Cripps, K.C., M.P. (Macmillan & Co., Ltd.) 3s. 6d.

In these days people are beginning to suspect that it may no longer be safe to go on leaving the direction of monetary policy to supposed experts. One of the causes of our economic distress is admitted to be the breakdown of a monetary structure the defects of which before the war went largely unnoticed. Few ventured to criticise, because the whole subject was wrapped in a fog of mystery into which it was presumption to attempt to peer; but the money problem is perhaps, after all, as the author of *The Socialisation of Banking* suggests, not so difficult as it has been made to seem.

Mr. Sachse points out that it is hard to define what money really is; and that to say that it is both a medium of exchange and a store of value is to attribute to it two incompatible functions. Formerly a commodity valuable in itself, it is now essentially a token denoting a claim to real wealth; but as it can still be withdrawn from circulation by people who wish its value to rise, owners of money have always an advantage over sellers of perishable goods and labour. Further, the value of money depends as greatly upon its speed of circulation as upon its total quantity. It is, therefore, necessary, in Mr. Sachse's view, for the creation of credit to be a function of the government solely, whose Controller of Credit would both regulate its volume and influence its velocity so as to avoid both inflation and deflation.

Interest and Buying Power

Because a holder of money can hoard it he can demand a levy in the way of interest before releasing it to fulfil its true function as a medium of exchange. Interest, declares the author, is one of the chief causes of the maldistribution of buying power, and hence of unemployment and poverty, and must, therefore, be eliminated. Local government officers in particular have reason to know the larger proportion of rate revenue which has to go to meet loan charges, and whether or not they agree with Mr. Sachse's views on the ethics of usury they will be interested in his plan for abolishing it.

It is perhaps a fault of the book that the salient points are not sufficiently emphasised, and that there is too much repetition; but the illustrations are apt and amusing. As a contribution towards what Sir Josiah Stamp has termed the most important single problem of the age, *The Socialisation of Banking* deserves careful consideration.—N. W.

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SALARIES AND CONDITIONS OF SERVICE

Salaries

Nantyglo and Blaina Council decided to reduce the salaries of two officers in the Rates Department by 18 and 19 per cent. respectively, and proposed to reduce the salaries of five other officers by amounts varying from 10 to 17 per cent. The Association protested to the Council, and the Divisional Secretary attended a special meeting on July 28, when the Council resolved to defer consideration of the proposals and in the meantime not to enforce the decision to reduce the salaries of the two officers.

Llanelly and Newburn

Some time ago the Association submitted applications to the Llanelly Council to reconsider the salaries of certain officers. At the July meeting, the Council confirmed a recommendation to place nine officers upon a new and improved grade.

The Divisional Secretary has interviewed the Finance Committee of the Newburn U.D.C. at a special meeting with regard to the adoption of a grading scheme. A very sympathetic hearing was accorded to him, and the matter is now under consideration.

Superannuation

Application has been made to the Durham R.D.C. for the adoption of the Local Government and Other Officers' Superannuation Act, 1922. The Council have agreed to give further consideration to the matter.

An application on similar lines to the above has also been made to the Stockton Town Council.

Compensation

As a result of negotiations which have been proceeding for some time with the Northumberland County Council, the Master and Matron of the Cowpen Hall Mental Defective Institution have received satisfactory compensation allowances on relinquishment of office.

Keighley Award

In connection with the merger of the Keighley Transport Undertaking with the West Yorkshire Road Car Company, Limited, a claim for compensation on behalf of one of the officers has been lodged with the Ministry of Transport, who have awarded a lump sum payment of £72. The amount awarded is considered very satisfactory, and is the commuted amount of the annual payment which was claimed.

Restrictions Regarding Residence

The Blyth Town Council passed a resolution requesting all the members of its staff to reside within the borough. It is understood that four officers and twenty-seven teachers are involved. The Association is collaborating with the National Union of Teachers in this matter.

Herefordshire Salary Reductions

After meeting representatives of the officials in regard to Circular 1222, the Hereford County Council approved a scheme of temporary reductions to operate from November 1, 1931, to March 31, 1933. At the end of this period, the Economy Committee again met staff representatives, and as a result recommended the County Council to terminate the reductions. Notwithstanding this, at the meeting of the County Council on May 13, the following amendment was carried:—

"1. That as from May 15, 1933, the salaries of all those members of the County Council staff affected by the temporary reductions in operation to March 31, 1933, shall be reduced as follows:—

On Salaries—Not exceeding	£150,	no reduction.			
Over	£150	and not exceeding	£200	Per Ann.	2½%
"	£200		£300	"	3%
"	£300		£500	"	4%
"	£500		£800	"	5%
"	£800		£1,000	"	7½%
"	£1,000				10%

until this Council decides otherwise.

"2. That in the event of any members of the staff refusing to accept such reduction, they be given the appropriate notice to terminate their engagement with the County Council.

MR. TAPPER JONES, who has been appointed Deputy Town Clerk of Cardiff

"3. That where necessary the sanction of the appropriate Government Department be asked for to this course."

The Association urged the Ministry of Health and the Ministry of Transport not to give their sanction in the case of officers where such sanction was required, and at a meeting of the County Council, held on July 29, the receipt of a communication from the Ministry of Health was reported, in which the Ministry said:—

"It appears that this resolution was passed without any further consultation with the staff, although it was in direct opposition to the recommendation which the Economy Committee had submitted after receiving and considering the representations made on behalf of the officers of the Council. The Minister directs me, therefore, to draw attention to his Circular 1311 of the 22nd March last in which he emphasised the importance of making the fullest possible use of the method of consultation with the officials concerned before a local authority decide to make any reductions of salary, and to say that, as the Council have not adopted this procedure, he would not be prepared to consent to the reductions of salary proposed in those cases in which his consent is required or to sanction the termination of the appointment of the officers concerned in order that the proposed reductions may be enforced.

"The Minister is of opinion that the matter is one which calls for immediate reconsideration by the Council and for further consultation with the staff in order to see whether it is not possible for agreement to be reached as to a further temporary reduction of salaries, and he will be glad to learn that this course is being taken."

It was also reported that representatives of the staff had been interviewed and had sub-

(*Continued at foot of col. 3*)

BRIDGE FORUM

By NEVILLE HOBSON.

The Portland Club

IT may be of interest to Bridge players to hear something of the Portland Club, which—from its headquarters in St. James's Square, London—exercises a wide influence, both nationally and internationally, in the realms of Bridge.

Ever since the days of whist, it has been the legislative authority for the main card games, and has sponsored, in succession, the laws of Bridge, Auction Bridge, and Contract Bridge. Indeed, all players of card games will share the view of Mr. A. E. Manning-Foster that a great debt of gratitude is due to the Card Committee of this famous club for the voluntary and disinterested work in undertaking these arduous labours.

Whilst, however, the Portland Club is always prepared to give rulings on the interpretation of its laws—in the same way as the St. Andrews Golf Club interprets the laws of golf—its committee invariably refuse to adjudicate on questions of play or etiquette. When it comes to practice, it leaves us free to play as we will. While the laws are rigid, the method of play is fluid and elastic.

The Portland Club is only a small one, with about a hundred members, who have hitherto declined to associate themselves definitely with any standard convention, with the exception of the informatory double.

Conventions

The official attitude of the famous Portland Club in regard to conventions is apt to appear strange when it is realised that the end of 1933 sees these in more complete command than ever. The "Vanderbilt Club" in Contract was succeeded by the Command Forcing Bid of 2, inspired by Culbertson, which has been replaced in many clubs with the 2 Club Convention, though this, in turn, is giving way in many quarters to a modified 1 Club understanding. Where is it all going to end? Cannot conventions be done away with altogether? I am afraid the answer to the last question is definitely "No"—at least so far as Contract is concerned, as this calls for Slam bidding whenever practicable.

A little Slam, still more a big Slam, can generally only be bid if the partners are quite clear that they hold the aces and most of the material top cards, in addition to an impregnable suit.

The necessity for locating these vital cards calls for the bidding of suits which have no relation to their trump capacity, and the only thing to which Bridge players can now look forward is a reduction of conventions to a minimum, both as regards quantity and the detailed commitments. It has, however, become more important than ever that some standardisation should be agreed upon and receive international sanction.

Competition

The Editor has agreed to my running a competition next month dealing with the play of the cards. One or two specimen hands may be taken and a few short questions set, and—as the test will be appropriate to the Auction, as well as the Contract, player—it is hoped there will be a representative entry, particularly as any improvement effected in the actual play of the cards is of direct service to every player.

(*Continued from preceding col.*)

mitted a revised scale of reductions, to operate from June 1, 1933, to March 31, 1934.

The County Council rescinded the resolutions adopted on May 13, 1933, and accepted the staff's revised offer. The County Council also approved a recommendation of the Establishment Committee "That further communications and negotiations as to salary and service conditions affecting the staff as a whole should be sent to or conducted by or through the local branch of the Association."

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Without this help, I am sure, I should not have been so successful.

Again thanking you and your staff for help and encouragement.

I am, yours sincerely, F.A.

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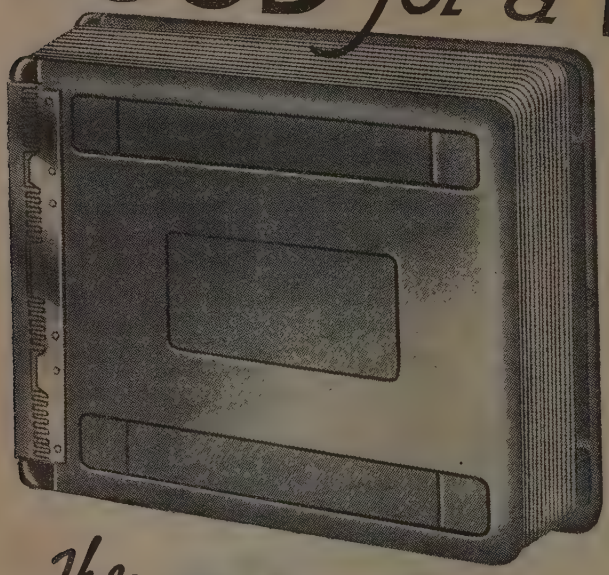

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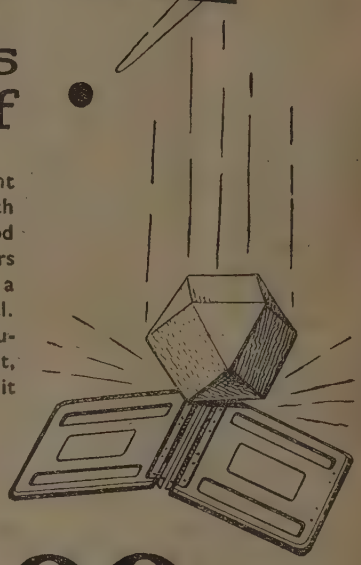

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IMPRESSIONS OF THE NALGO SEA CRUISE

By MATTHEW WALLACE TONGE, B.A.

"WILL all passengers please go up on to the Promenade Deck?"

With a queer sinking feeling within me, I realised that very soon I should say good-bye to English soil for twenty-two days. During that time my new home would be the S.S. *Avoceta*, a smart, medium-sized

Mr. J. M. Mortimer being presented with the *Avoceta* Cup by Captain McPhee.

steamer, bound for a round sea cruise in the sunny Atlantic. There were some 94 of us, and a happier party of holidaymakers it would be hard to imagine.

Two days sped quickly by—for some, at any rate! Amongst the unhappy, was, recumbent on the hatch, the ship's doctor studying astronomy, day and night. But all recovered in time to greet the enticing sight of Corunna in the early light of Tuesday morning. Foreign soil was soon crunching under our feet and the heat of a Spanish sun added a touch of painful reality to the strange scenes around us, the semi-tropical vegetation, the small single-deck trams, the busy women, the "comic" policemen, the open-air cafés, the swarthy complexions, and the babble of the language.

Here we were initiated into bathing as it really is, on a wonderful beach. The memory of that unbelievably clear water, crashing in white foaming cascades before our eyes, will never fade. Another memory stirs, of a long broad palm sequestered walk, overhung with scintillating lights, which shed their brilliance on a vast and motley crowd, surging up and down this fairyland of the night. Those who had gone on the excursion to Santiago came back delighted with what they had seen and with what they heard from their genial guide, Mr. Watt, a Spanish-Scotsman.

Lisbon to Africa

Our next port of call was Lisbon. Again, the sun did its utmost to change our nationality, while the dust of the roads rose in clouds to greet us. Here, again, we sampled the delights of a picturesque bathing beach, and paid sixpence to revel in a "cavalcade" of royal coaches, in which the English coach stood supreme. Then a full day's lazy sail across the venerated Straits, with frequent immersions in the bath which now filled our middle hatch, and very soon we were docking in Africa.

What a thrill we experienced when we looked over the rail at a quayside dotted with black human figures, grotesquely garbed. What a feast of adventure presented itself to us—the alluring minarets of Rabat, the modern streets and shops of the French town, the dingy side walks of the Arab quarters, the pompous demeanour of the people, the refreshing shade of the "Lido," a magnificent artificial bathing pool, the mysterious gloom of the native bazaars, the busy life of the markets, and the heavy veils of the women.

"Madeira Amazed Us"

Two more days of blue skies and a calm sea gave us energy enough to organise our first happy concert, and prepare ourselves for the goal of our trip, the Canary Islands, not to mention Madeira. Madeira amazed us, with its precipitous streets, its setts (you'll never grumble at English roads again!), its drivers, its "mobile" vehicles on sledge-runners, its toboggans, its human transport system, and the water display of the Grand Hotel.

At length, the good old ship bore us into the port of Las Palmas, where began our lightning tour of the Canaries. This part of the trip is like a passing dream, and just seems too ethereal to be real. For four whole days we lived one long round of touring and eating and sleeping. There were the stately palms and stumpy banana trees, the clinging vine and towering date trees, the dusty roads, with the fruit-bearing cactus, the absence of grass, the dwarfed vegetation, the highly coloured flies of every species, the tortuous ascent up the mountain, the awe-inspiring caves of Atalaya, the wonderful churches and cathedrals, the banana plantations, the Botanical Gardens, where, 'tis said, grows the fig tree which stood as tailor to Adam, the threatening peak of Teneriffe, the overpowering heat from the ground, and a hundred other memories.

How can one give an adequate report of the untiring service and civility of the stewards and every other member of the crew, which helped to make that week such a splendid one? The meals were a continual source of delight, and music, provided at lunch, heightened the illusion that we were not at sea, but sitting in the stately saloon of some fashionable café. Throughout the week on the return from Las Palmas, interest was constantly aroused by the rapid succession of events, the deck games, whist drives, the gymkhana, surprise dances, competitions, and horse-racing for the *Avoceta* cup, which now lies in the worthy hands of our organiser, Mr. J. M. Mortimer.

Photo] [*G. Hindes*

The great Dragon Tree of Icod

OLDHAM BRANCH'S SUCCESSFUL CRUISE

The Oldham Branch has, this year, extended its activities by organising a Summer Sea Cruise. The S.S. *Yoma*, a steamer of 10,000 tons, belonging to the Henderson Line, was chartered, and left Hull for a thousand miles cruise on Saturday, August 26. The vessel arrived in Antwerp on Sunday night, and on Monday morning the passengers were given an official reception by the Administrative Authorities of the City of Antwerp. The Town Hall was decorated and the Union Jack flown in honour of the visitors.

Neptune, an Antwerp daily newspaper, in an account of the reception, which followed a tour of the port by boat, says: Mr. Keast, the Chairman, expressed to the burgomaster the appreciation and the admiration of the visitors, and said that their tour of the port would be an experience they would never forget.

M. Huysmans, the burgomaster, in reply, spoke of the pleasure which it gave him to be able to welcome the representatives of a nation so democratic as the English, and particularly, in the inspiring setting of the Leys Room, which contained pictures symbolising the liberty which was at the base of commercial life and national prosperity.

Photo] [*G. Hindes*

At the Sultan's Palace, Rabat, Morocco

MR. SMAWFIELD, Hon. Secretary of the Oldham Branch, pointed out how the best of feeling had always existed to unite Belgium and Great Britain. He mentioned that some of the visitors had already seen Antwerp nineteen years ago, and emphasised the difference which they found between those days and now. After Mr. Smawfield had paid a high tribute to the port, M. Huysmans conducted the party through the different rooms of the Town Hall.

The passengers spent Monday and Tuesday in Antwerp, and from there visited Brussels, Waterloo, Ostend, and Bruges, and the battle-fields in those districts. They have enjoyed all the fun of cruising life at its best. The programme has included the usual concerts and dances, sports, a fancy dress carnival and a cricket match against the ship's officers.

The *Yoma* berthed at Liverpool on the morning of September 3. The Cruise was so successful that nearly 100 of the passengers have already booked reservations for next year's event. More than 200 disappointed applicants for berths had to be left behind.

CITY MANAGERS AND GERMAN BURGOMASTERS

MUNICIPAL EXECUTIVE SYSTEMS COMPARED

By George C. S. Benson, Harvard University

Municipal Executive systems in America and in Germany have widely different backgrounds and present interesting and varied problems. Both systems are arousing considerable discussion, and in this article Mr. George C. S. Benson, of Harvard University, makes a comparison between them.

THREE striking similarities exist in the methods of recruitment of municipal executives in America and Germany, says Mr. Benson in the New York *Municipal Review*. First, selection of the city manager by the council has its counterpart in selection of the burgomasters by the council in most large German cities. A council can go over credentials and recommendations and conduct interviews of possible executives in a way obviously closed to the electorate. In one sense of the word "democracy"—i.e., administration by all the citizens—choice by the council is a denial of popular control. But experience with the highly complicated administrative problems arising in contemporary industrial society has shown that the true sense of democracy is of a people equipped to handle problems—equipped with the ablest leaders it can secure.

Professional Standards

Second of the striking similarities is the requirement of professional standards and professional education for the larger number of burgomasters and managers. Curiously enough, the professions are different and neither is exactly suitable as training for municipal executives. Running a large city is a job calling for the tact, directive skill, financial acumen, and energy needful in a first-class business man, combined with a broad social philosophy not ordinarily characteristic of the business man. Yet, instead of training in business and sociology, we find that Germany brings up her city executives largely with a legal training and that a great number of city managers are engineers. It is hardly necessary to allude to the faults of both types of education; the tendency of legal training to produce a dry-as-dust bureaucratic formalism—the lack of social consciousness evident in engineering education. Yet, despite, these faults, the demand for professional qualifications in both countries sets certain standards of ability and integrity which would otherwise be lacking.

Residence Requirements

A third similarity in recruitment is the absence of residence requirements. Statistics on the number of German municipal executives who come from cities other than those in which they are working are not available, but we do know that more than a quarter of them come from other states, and that interchange between cities is even more frequent. We also know that almost one-half of city manager appointments are outside appointments. The advantages of obtaining men free from local interests and prejudices and of creating an opportunity for promotion from city to city have often been emphasised in city manager literature.

The net result of these similarities in recruitment can be weighed in the high calibre of managers and oberburgomasters—both far above the average of our elective mayors. A few leading oberburgomasters, such as Adickes of Frankfurt who was a leader in scientific thought on almost every subject of municipal administration as well as a leader in civic and state affairs, stand out above any city managers. Yet, after reading quantities of literature and talking to several of both groups, the writer is inclined to believe that city managers as a group can hold their own with oberburgomasters. What differences there are may be partly explained by two dissimilarities in recruiting methods.

First is the attractive security of the oberburgomaster's office. Six to twelve-year terms, chances of re-election, and pensions make it a much surer berth than the city manager's. Better men can be obtained, and it is probable that the fact of committing the city to one man for twelve years makes the city council extremely careful in its selections. However, discussion of such long terms for American officials will be purely academic until the tradition of simple democracy has been replaced by the tradition of efficient democracy in the American mind. In the meantime, experiments with city managerships for two or four-year terms would be highly interesting.

An Important Dissimilarity

A more important dissimilarity is that the oberburgomaster system has a top and bottom to it, while the city manager system is, in contrast, floating in the air. In Germany regular channels of vocational administrative activity leading up to burgomasterships make it possible to attract real brains into the city civil service and it does not become necessary to go out into the general professions or business world to find men who, however able they may be, are not accustomed to view city problems with the social outlook characteristic of the trained public servant. On the top is a possibility of promotion to larger cities and to state or national ministries. Such possibilities may encourage the oberburgomaster to play a mild amount of politics, but they also encourage a broader social outlook than the business executive posts to which city managers are often drawn.

In the field of activities we find again marked likenesses between these two great professional city executive systems. The executive is becoming a tactful community leader in both cases, a man who decides on questions of policy but avoids questions of politics so far as possible. The stronger city managers seem agreed that a manager may hold pronounced views as to city policies and advocate these views even before a partly hostile council, but that a manager who indulges in public debates or deals with political factions is "getting into politics" too much. Similarly, the best German burgomasters present definite policies and plan great developments but do not indulge in protracted public squabbles. A tendency towards partisan burgomasters noticeable after the War has not proved to be of permanent importance. They generally belong to some politically ineffectual, middle-of-the-road, party like the democratic or "Staatsparteit" and try to have most of the major parties represented in their administration. The solution seems happy in both systems.

Social Activities

The question of social activities is also similarly handled. A man who is worth his salt is neither going to throw away his energies on a round of banquets nor is he going to play hermit. City managers have found themselves forced into speech-making until the theory of the mayor who is to handle all "ceremonial" duties has been pretty well riddled by the buckshot of experience. But the average manager tries to keep that fraction of his time limited. Likewise, in most German cities, the report was that the chief burgomaster spent one-seventh or even less of his working time on ceremonial and speech-making matters.

When we turn to specific governmental relationships, we leave behind us the possibility of blanket comparison of German municipal executives and our city managers. For there are at least four main types and many more sub-types of German city government. The most frequent is the so-called "magistral constitution" of East Prussia in which the chief executive is only the presiding head of a group of executives. In independent cities like Hamburg, there is a responsible parliamentary system. In South Germany a council executive rules the roost.

The "Burgomaster Constitution"

Most significant is the "burgomaster constitution," now to be found chiefly in West Prussia but advocated by reformers as most suitable for municipal government throughout Germany and similar to our city manager plan.

Under the so-called "burgomaster constitution," the chief burgomaster is directive head of the entire administration, appointing all officials except departmental heads, and even in that case advising the council. He assigns tasks to all his subordinates and appoints advisory administrative bodies, composed partly of professional officials and partly of prominent citizens to guide the policy of individual departments. He can punish or, after a trial, rid himself of undesirable subordinates. Parallels for all these powers can be found in city manager cities.

Legislative powers of the burgomaster, however, stand in sharp contrast to those of the manager. Instead of being merely a privileged attendant on council meetings, he is the presiding official and caster of the deciding ballot, able to exercise a moderating influence on council discussions and to further his own policies. This reliance on a professional official for continuance of community policy is not likely to develop in America because of its apparently undemocratic features. Yet, it is interesting to observe socialists and other liberal groups conscious of the need for an efficient democracy advocating extension of the "burgomaster constitution" with this feature in Germany.

All Out (Cassell, 7s. 6d.) is a thriller in which the desperate deeds of an international gang of criminals (not unknown in this type of book) and love-making are interwoven, but there is the added thrill of a motor race.

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IMMORTAL MUSIC

IMMORTAL MUSIC. By Fred C. Waudby. (The Victory Press, London.) Price, 2s. 6d.

Right down through the Christian era, man's deepest emotions have sought expression through the simple act of hymn-singing. *Immortal Music* is a modestly-priced little work written by a local government officer (Mr. Waudby holds the position of registrar at the Portsmouth Municipal College) who has evidently experienced the fascination which is to be derived from a study of hymnology, for he has set out to interest, rather than to teach, something of the romance which surrounds the lives of those who are among this country's greatest hymn-writers—men, and women, who, acting upon inspiration, or (as some would prefer to have it) impulse, have translated their inmost feelings into messages for others to express.

HOLIDAY GUIDE

This publication of the Association can only be of the highest value to members if they will help by seeing that it contains addresses of the best holiday accommodation. This can be done by sending to Headquarters further recommended addresses and giving notice of those which are no longer considered to be suitable for inclusion.

CHESHIRE COUNTY COUNCIL

ROAD FUND LICENCES DEPARTMENT.

APPOINTMENT OF ACCOUNTS CLERK.

The above Council invite applications for the post of Accounts Clerk from persons not over the age of 35 with experience of the duties performed in connection with the collection of Road Fund Licence Duties and the keeping of the necessary Accounts.

Applicants must possess a Certificate of a recognised Examining Body in Book-keeping and Accountancy.

The Salary payable will be £212 per annum rising, subject to approved service, by annual increments of £14 to £240 per annum.

The appointment will be an Established Post for the purposes of the Local Government and Other Officers Superannuation Act, 1922, and the salary payable will be subject to the deductions provided by the Act.

Further particulars and Forms of Application may be obtained from the undersigned, and applications must be sent in not later than October 14, 1933.

GEOFFREY C. SCRIMGEOUR,
Clerk of the County Council.

County Offices,
49 Northgate Street,
Chester.

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FURTHER PARTICULARS CAN BE OBTAINED FROM LOCAL CORRESPONDENTS OR DIRECT FROM N.A.L.G.O., 24 ABINGDON STREET, WESTMINSTER, S.W.1

NOTE—THE ANNUAL PREMIUM FOR A £250 "WITH PROFITS" ASSURANCE TAKEN UP AT AGE 30 FOR A PERIOD OF 25 YEARS IS £9 PAYABLE BY MONTHLY INSTALMENTS OF 15/-.

AT RANDOM

By HYPERION

THIS column will be free from any allusions to local government. (I nearly added "in any shape or form"—but my good angel restrained me—see Title "Bêtes Noires," *infra.*) Nor should you infer from my *nom de plume* that I claim any kinship with the Sun-god—I can't even boast of my pure-blooded Saxon ancestry since the last meeting of the British Association! I simply chose "Hyperion" because I am writing this on the evening of September 13 (*absit omen!*)—the night of the day when a horse of that name, as you may remember, won the St. Leger. Not that I backed him! But, like Tom Webster, I am always delighted on the rare occasions when the great British public gets a little of its own back from the bookmaking fraternity.

No, the Editor (whom God preserve!) has given me a free rein to write about this and that, as the whim seizes me. Hence this inconsequent chatter. But I have my serious moments, believe me, yes, Sir! I shall indulge, when it pleases me, in rhetoric and invective. I shall snarl at times, and at others I shall "roar you as gently as any sucking dove." Sometimes, perchance, you may hear, faintly as from a great distance, "echoes of a time when joys were simple things and sorrows deep and simple and since black and distinct, uninvolved with subconscious influences and complexes." Well, well—attaboy!

* * *

Good Repartee

One seldom hears a good repartee these days, does one? Or does one? I liked the story told the other day in the gossip column of a Sunday newspaper about the wife of a *nouveau riche* (I didn't really know that there *were* any *nouveaux riches* nowadays—nearly all my friends belong to the *nouveau poor*). Anyway, the lady was throwing a party and wanted a famous prima donna to entertain her guests by singing. On inquiring her fee she was told it would be 300 guineas. "It's a great deal of money," she said, "but I'll pay it—but please understand that you are not to mix with, or even speak to, any of my guests." "Oh, in that case," said the prima donna, "my fee will be 100 guineas."

But for *real* repartee, you can't beat Dr. Johnson. Boswell is chock full of it. Take this, for instance.

"Pray, sir," said he, "whether do you reckon Derrick or Smart the best poet?" Johnson at once felt himself roused; and answered, "Sir, there is no settling the point of precedency between a louse and a flea."

* * *

This Month's Happy Thought

"Business," said Bagehot, the economist, "is really more agreeable than pleasure; it interests the whole mind, the aggregate nature of man, more continuously and more deeply. But it does not *look* as if it did."

Say, now, isn't that just the cutest thought?

* * *

The correspondence columns of one daily newspaper are full, once more, of letters devoted to that "hardy annual," Which are the best bed-side books? In my view, there are only three *real* bed-side books, Montaigne, Pepys and Boswell, and of these the greatest is Boswell.

* * *

Ghost-stories, did you say, sir? Well, the evenings are drawing in now, aren't they, to be sure. But you can't cram a really good, creepy ghost story into *my* column. Not one that would make your blood leap with excitement and then suddenly turn very, very cold. Still, I'll do the best I can. Here are two short ones—which bear a certain resemblance, one to the other.

"Anno 1670, not far from Cirencester, was an Apparition. Being demanded whether a good spirit or a bad, returned no answer, but disappeared with a curious perfume and most melodious Twang"

And this one is said to be the shortest ghost story in the English language:—

"I don't believe in ghosts," said the Man.

"Don't you?" said the Other—and vanished.

* * *

For sheer absurdity, I award the prize to Wilde's story of how, when he had paid the blackmailer £400 for a packet of his letters:—

"I threw them into the grate, and, in order to punish the hands that had written them, I held them close to the bars, and they grew quite cold because there was no fire in the grate!"

* * *

Grammar for Beginners

Never use a preposition to end a sentence up with!

And here's a better one:

Nurse to small girl: "What do you choose that book to be read to out of from for?"

* * *

I said this column should be free from any reference to local government. Well, I recant. ("Do I contradict myself? Then I contradict myself, I am many, I contain multitudes!")

Here is a genuine letter addressed recently to "A Lady Councillor":—

"Pardon me, Madam, but I'd like to suggest a drinking fountain for ——— Cemetery, and another convenience for ladies, and so placed in such a part of the Cemetery where there'd be no mistake made. Only the other day 'tis sad to relate, an old lady appealed to me in great distress. Another was thirsty and tired thro' trying to find the headstone of a beloved one then resting in the grave. Of course I know not what your arrangements may be, but I think when a Cemetery is patronized by people that one good turn deserves another.

"With best respects,

"*Dum spiro spero.*"

* * *

Bêtes Noires

I promised to tell you about my *bêtes noires*, did I not? These are the phrases that I detest with all the vehemence of my passionate nature ("Dark eyes speak to dark eyes"—Tut Tut!).

in any shape or form
of any sort or kind
if and when
unless and until
far be it from me . . .
exploring every avenue and/or channel
No useful purpose would be served.

Maximum penalty for use in drafting of minutes £10; in official correspondence £5, and in private conversation £2 with continuing penalty of 40s. per offence.

They should all be forbidden in any shape or f . . . Well, well, but how *should* we get on without them?

I do not mind the split infinitive so much. I agree with Hilaire Belloc—if you feel you *must* split your infinitives, by all means go on splitting them. But I draw the line at the reviewer who, in describing a book, said:

"Its main idea is *to* historically, even while events are maturing and divinely—from the Divine point of view—*impeach* the European system of Church and States."

* * *

Who Wrote That?

Lastly, my hearties, here's a competition for you from your Uncle Hyperion. Prize of 5s. for the first correct answers opened (if any!) Who wrote:

(1) "Is 'old dog' my reward? Most true, I have lost my teeth in your service."

(2) ". . . the traffic of Jacob's ladder Pitched betwixt Heaven and Charing Cross."

(3) "Government by democracy means government of the mentally unfit by the mentally mediocre tempered by the saving grace of snobbery."

(Answers next month. Send your replies to Hyperion, c/o The Editor, "L.G.S.")

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USE THE CORRESPONDENCE COLUMNS

DISTRICT COMMITTEE AND BRANCH NEWS

North Western and North Wales District Committee

Mr. J. W. Wilkinson, Deputy Town Clerk of Southport, and chairman of the North-Western and North Wales District Committee, presided at the meeting held at the Town Hall, Blackburn, on September 16.

The conference delegates—Mr. L. H. Taylor, Salford; and Mr. J. Butterfield, Liverpool—submitted a report on the annual conference proceedings. Reference was made to the fact that this would be the last occasion on which Mr. Butterfield would be able to represent the District Committee at conference, owing to his impending retirement from the Local Government Service, and a vote of thanks was accorded to him for the valuable services he has rendered to the District Committee.

The result of the election of two representatives on the Regional B. and O. Committee was announced, the outcome of which was that Mr. J. D. Cannell, of Warrington, and Mr. H. Russell were appointed members of the Committee.

Recent negotiations with the Lancashire and Cheshire Whitley Council, as the result of which at their meeting on September 4, the Whitley Council recommended that the economy deductions instigated in October, 1931, should be restored, were reported; and an appreciation of the work of the Divisional Secretary, Mr. Haden Corser, in this connection, was recorded.

DR. J. GREENWOOD WILSON,
New Medical Officer of Health of Cardiff

After the meeting the delegates were entertained to afternoon tea by the Blackburn Branch.

South Wales District Committee

The District Committee met at Swansea on September 9. Mr. Godfrey Turner, Swansea, presided over a representative attendance. The committee quickly dealt with the usual business in order to give full consideration to the resolution on Whitleyism adopted at the annual conference. At the Committee's invitation, Mr. J. W. Wilkinson, National Executive Council, attended, and in a most interesting and informative address, dealt lucidly with the history of Whitleyism in the service, and described the successful working of the Lancashire and Cheshire Provincial Council. After a large number of questions and some discussion, it was decided to adjourn further consideration of the matter until the next meeting. A vote of thanks was heartily accorded Mr. Wilkinson for his attendance and the great assistance he had given the committee. At the conclusion of the meeting, the delegates were entertained to tea at the Metropole Hotel by the Mayor of Swansea.

Popular Lectures

An interesting series of popular lectures by experts in different branches of Local Government is being planned by the Wolverhampton and District Branch. Mr. A. B. Coley, the branch education correspondent, has circulated particulars to neighbouring branches, and it is hoped they will co-operate in making the lectures a great success.

Mablethorpe and Sutton officials have decided to form a branch of the association as from September 1.

The association has assisted a member of the Rotherham Branch, in connection with certain legal charges in which he was involved, to the extent of half the costs incurred.

A New Branch News Sheet

One of the latest additions to the growing list of Nalgo Branch news sheets is the *Monthly Notes* issued by the Monmouthshire County Officers Branch. The first issue was that for September, and a great deal of useful information has been crowded into the six foolscap pages. Apart from other features, there are some interesting impressions on the Oxford Summer School.

Long Ashton Rural District Council have not only abolished, as from April 1 last, the economy cuts imposed on the officials' salaries, but have since made additions to the staff and have granted increases of salary to nearly all the indoor staff by amounts ranging from £4 to £80 per annum.

The McGowran Male Voice Quartet, of Coventry, which has broadcast 29 times through the Midland Regional station to date, has just recorded for the Columbia Company. The record was due for release on October 1. This quartet has been complimented by several eminent musicians, including Count John McCormack, Sir Hugh Roberton, and Sir E. C. Bairstow. One of the members, Mr. F. H. Poole, has been on the staff of the Coventry Corporation Gas Department for the last 25 years.

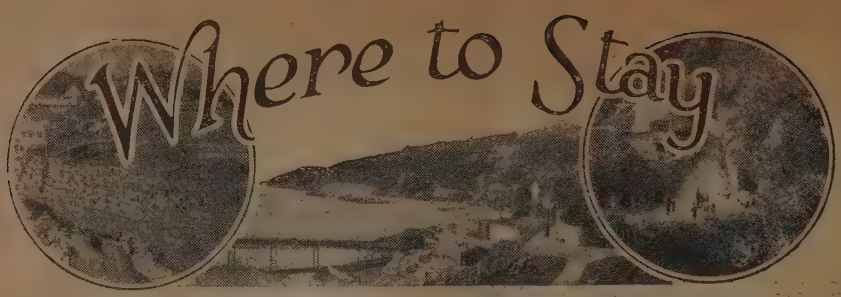
BOOK REVIEWS

THE EMPIRE MUNICIPAL DIRECTORY AND YEAR BOOK (Sanitary Publishing Company, Ltd., 8 Breams Buildings, London, E.C.4). Price 12s. 6d. net.

THE fifty-first annual issue of the "Empire Municipal Directory and Year Book" covering the year 1933-34, is quite up to usual standard, although it was produced at a time which is described by the Editor as being, in a number of respects, chaotic. There are fifteen sections, dealing, first, with a list of local authorities and their officials in Great Britain, Ireland, and the Dominions. Then there are four chapters on the subject of roads and transport; followed by sections on lighting; heating and ventilation; water supply; sewerage and sewage disposal; public cleansing and waste utilisation; fire prevention; housing and town planning; public recreation grounds; municipal and public health law; municipal engineering, public health, and scientific societies; and concluding with a municipal engineering and sanitary trades directory.

The Yellow Wagon, by Charman Edwards. Price 7s. 6d. net. (Ward, Lock & Co., London).

Mr. Charman Edwards, who is a Civil Servant, has established his reputation. This story is very human. A beautiful woman, destined to be England's most famous actress, was born amid the glamour of that now almost obsolete institution of rural England, the travelling theatre—which our fathers termed "The Penny Gaff." Against this background and the West End stage, the story tells of several men by whom she is pursued. She survives her many ordeals unscathed and the reader's sympathy is with her to the end.



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BLACKPOOL, N.S.—Private house. Three bedrooms, public or private sitting-room. Bed and breakfast. Five minutes from promenade. Highly recommended.—Mrs. T. T. Sykes, "Birkby," 27 Calder Road, North Shore.

BLACKPOOL (Illuminations).—Mrs. Clark, "Homelea," 54 Burlington Road (adjacent new prom., S.S.). Select aparts. Beds, 3s. per night (2 persons). Full board, 7s. per day. Comfort guaranteed.

BOURNEMOUTH.—"Belfield," St. John's Road, Boscombe. Three minutes sea, shops. Excellent food and cooking, separate tables; gas fires, bedrooms; garages. Terms, 2½ gns.

BOURNEMOUTH.—Beautifully situated, overlooking sea, pier, and chine. Comfortable, homely, good table. Garages. Board-Residence from 2 gns. winter; 2½ gns. summer.—Sibley, Boscombe Lodge Private Hotel, Spa Road. 'Phone: Boscombe 974. Nalgo member welcomes others.

BOURNEMOUTH.—Roysdean Private Hotel. Beautiful position Eastcliff. Highly recommended N.A.L.G.O. members for comfort, cuisine, service. D. H. Mosley, of Nottingham.

BOURNEMOUTH.—"Suncliff," Cliffedge, Eastcliff, overlooking pier. Lift, central heating, h. and c. water, gas fires all rooms, sea water baths, artificial sunlight. Garages. Excellent catering; from 3½ gns. 'Phone 930.

BRIGHTON.—Delightful Holiday Quarters, facing gardens and sea. Comfortable and homely, five minutes Aquarium. Excellent catering, separate tables, smoking and sun lounges. Bath (C.H.W.). From 42s. weekly; 7s. 6d. daily.—Adams, 10 Marine Square.

BRIGHTON.—"Kimberley," Atlingworth Street, Marine Parade. Superior Board-Residence. Minute sea front. Central for everything. Gas fires bedrooms. 42s. weekly, 7s. 6d. daily. Phone : 4126. Mrs. J. Caldwell.

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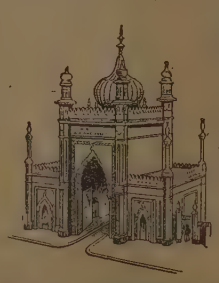

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FÊTE AT MATLOCK

Good Support for B. and O. Fund

Good support was given to a fête held at Nalgo House, Matlock, on September 2, in aid of the Association's B. and O. Fund. Among the participants were members from many parts, including Birmingham, Nottingham, Sheffield, London, Chesterfield, and Glasgow. The grounds of the house presented a very pleasing picture, the natural beauty of the gardens enhancing the tastefully set-out stalls in their attractive drapings of black, blue, red, and white—N.A.L.G.O. colours. Mr. R. W. Coppock, of Nottingham, presided at the opening and introduced Mr. H. S. Newton, of Sheffield, Chairman of the Committee of Management of the B. and O. Fund. In declaring the fête open, Mr. Newton mentioned that this was the first event of its kind to be held at Nalgo House, and expressed gratitude to the Matron, Miss M. L. Bridges, "the beginning and the end of the remarkable effort." Miss Bridges, replying, remarked upon the wonderful response to her appeal shown by the large number of articles sent.

Many interesting competitions and games were arranged, and much enjoyed by the visitors, Mr. Patterson, of Glasgow, being in charge of this section. Concerts were given by the Sheffield Singers. Another amusement was provided by Mr. Senior, of Sheffield, who officiated as a fortune-teller. Towards the end of the day, which was marked by brilliant sunshine, prizes for games and competitions were distributed by Mr. Newton. A Persian rug went to Miss Greaves, of Dundee, who had bought the first four tickets. Prizes for a cake competition were won by members from Matlock, Chesterfield, and Minster. As a result of the effort, a sum of £70 was realised.

SOUTHERN DISTRICT SPORTS

The completeness of the preparations made by the Basingstoke branch, and the cordiality of the welcome and hospitality extended to the visitors by the Mayor of Basingstoke—to say nothing of weather—ensured success for the final gathering of the series of summer sports arranged by the Southern District Committee of N.A.L.G.O. At the luncheon, over which he presided, the Mayor congratulated the district committee upon its strength. As an old local government officer, he knew what they were contending with; yet, he thought, the public were beginning to realise what they owed to their officers. Mr. J. F. Pearson, Winchester; Mr. Meirion O. Jones, Town Clerk, Basingstoke; and others acknowledged the Mayor's encouraging remarks. A full and pleasant day was spent on the Thornycroft sports ground, where the finals of the cricket, bowls, and tennis competitions were played off, under favourable conditions. Bournemouth had a score of 101 for 3 wickets, and Reading 187 for 8 declared, in the final of the cricket competition.

N.A.L.G.O. AT PLAY

GALA DAY IN SCOTLAND: METROPOLITAN AND SOUTHERN DISTRICTS MEET AT GOLF

Saturday, September 16, was a real gala day in N.A.L.G.O. circles, when about one hundred and fifty sportsmen from all over Scotland met at Bridge of Allan. Ideal weather favoured the players, and all the arrangements worked out well. After the finish of the games, the company met for high tea at the Allan Water and Spa Hotel, and prizes were gracefully distributed by Mrs. Dunbar, wife of the Provost, who was the recipient of a pleasing gift, on behalf of the Association, by Mrs. Macgregor, wife of the Medical Officer for Glasgow. The following were the prize winners :—

Golf.—(Scratch) Trophy and Prize, J. D. Beveridge, Glasgow. (Handicap) Prize, A. B. Lindsay, Glasgow.

Tennis.—(Mixed Doubles) Trophy and Prizes, Miss K. Adams, Aberdeen, and Thos. M. Simpson, Dumbartonshire.

Bowling.—Trophy and Prizes, Fife and Kinross Branch Rink, Messrs. Duncan (Skip), Lawson, Baxter, and Douglas. Runners-up, Prizes, Lanarkshire Branch Rink, Messrs. Thomson (Skip), Maxwell, Gill, and McAdam.

Mr. Hugh Begg, F.R.C.V.S., who presided, expressed the thanks of the Association for the kindness of the various Clubs in putting their excellent greens at our disposal, and of the pleasure it gave us to meet in the pleasant surroundings of Bridge of Allan.

Provost Dunbar referred to the strength of the Association and likened it to the Silent Service of the Navy. Although what was done was not published in the Press, the work went on steadily and Councils would be very much at sea were it not for the efficiency of the officers and staffs.

Mr. Archibald, in a racy speech, thanked Provost and Mrs. Dunbar. He also proposed a vote of thanks to the Sports Committee, and particularly to Mr. Brodie, Sports Secretary, for making arrangements for such a delightful day's outing.

Mr. Morrison, Town Clerk of Bridge of Allan, proposed a vote of thanks to the Chairman. Mr. Begg suitably replied.

The Metropolitan District met the Southern District in a golf competition at Camberley Heath, Aldershot, on September 13. As there was a preponderance of players from the Metropolitan District (20) as against the Southern (14), it was decided that the singles result in the morning should be on the basis of the total net scores of the best 9 cards on each side. This resulted in the singles being won by the Metropolitan District—693 as against 721 by the Southern.

CAYTON BAY CAMPERS INDULGE IN PHYSICAL EXERCISES

METROPOLITAN DISTRICT

	Net Score
L. W. Welland (Surrey C.C.)	68
P. H. Harrold (Hampstead)	74
C. K. Field (Tottenham)	76
Dr. Young (Teddington)	76
W. H. Whipp (Ruislip)	79
C. F. Whitehead (Croydon)	79
J. G. Cater (Uxbridge)	80
W. E. Maddock (Electricity Jt. Bd.)	80
W. Nelson (Croydon)	81
	693

SOUTHERN DISTRICT

R. H. Bateman (Hants C.C.)	76
Dr. Lindsay (Aldershot)	77
P. M. Watford (Hants C.C.)	77
W. S. Wilkins (Hants C.C.)	78
A. H. McDonald (Swindon)	80
J. S. Gandy (Hants C.C.)	81
E. Mathews (Swindon)	83
S. H. Brake (Swindon)	84
H. E. Smeed (Swindon)	85
	721

The best net scores (four-ball, best ball, less half combined handicap) were as follows :—

SOUTHERN DISTRICT

	Net Score
Dr. Lindsay and Mathews	66½
Carter and Watford	67½
McDonald and Gandy	67½
Smeed and Cockwell	70

METROPOLITAN DISTRICT

Welland and Dr. Young	67½
Whipp and Wyand	67½
Bryan and Strutt	69
Field and Nelson	70

There was nothing but praise for the delightful course on which the match took place and also for the arrangements made by Mr. Griffiths and Mr. Davey on behalf of the Southern District and Mr. Nelson on behalf of the Metropolitan District. It was the opinion of the players that a similar competition should be held next year. Golfing members of N.A.L.G.O. in these two districts are advised to register their names with the respective sectional secretaries so that they may be notified of any arrangements made: Mr. R. Davey, County Offices, Aylesbury, for the Southern District, and Mr. W. Nelson, Education Office, Croydon, for the Metropolitan District.

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HOME GARDENING

By WALTER P. WRIGHT

Author of "Roses and Rose Gardens," "Alpine Flowers and Rock Gardens," "Everyman's Encyclopædia of Gardening," etc.

MY readers may have heard, with misgivings, of a fungus enemy of Antirrhinums which has made its appearance in many places this year. With this plant holding undisputed sway as the most popular of all bedders, the news is serious, yet I am old enough to remember when Chrysanthemum "rust" appeared and the scare it caused—a scare which subsequent events never justified. For this reason I abstain from excitement, while earnestly urging growers of Snapdragons to keep a sharp look-out for the new enemy, Puccinia antirrhinii, and to take drastic action, destroying all suspected plants promptly, if it should show itself in the shape of brownish pustules on the leaves and stems. Antirrhinums can be raised from seed in winter so easily, or bought in boxes in spring so cheaply from florists, that a grower who has an infected stock might be well advised to destroy all his Antirrhinums, rusted or not, this autumn, and make an entirely fresh start next year.

Hyacinths

I mentioned "prepared" Hyacinths for bowls last month. What, however, about the named "top-size" bulbs which dealers offer us with such thrilling encomiums for our glasses and pots? They are suitable for bowls too, as well as being practically indispensable, owing to their size and shape, for glass cultivation. It is undoubtedly interesting to make a selection of named varieties for pot and glass purposes, and I would urge my readers to include in every selection which they make the whites L'Innocence and Arentine Arendsen, the light reds Lady Derby and Queen of Pinks, and the blues Myosotis and Enchantress, for they are most vigorous and amenable sorts as well as possessing lovely form and colour. Jacques and La Victoire, reds; Correggio and La Grandesse, whites; and King of the Blues and Schotel, blues, are other fine pairs. Glass cultivation is not perhaps pursued so much as of yore, because of the popularity of bowls of fibre; but it is a delightful system, involving little trouble or expense. Glasses are cheaper than bowls and last for years. I like to have at least two sets of bulbs, one put in a few weeks later than the other to ensure a succession of bloom. Another way of getting a satisfactory succession is to bring the plants from the dark place in which they spend their first two months into the warm room where they are to flower in successive batches. Remember that the base of the bulb should always be just above the water, in which there should be a little charcoal.

Many readers will have grown fidgety about their lawns and indeed grass which was not sprayed regularly for several weeks, as with golf greens, cricket pitches and tennis lawns, looked too bad in September ever to recover its health and verdure. It may calm apprehension to state that many times in a long past I have seen lawns look just as hopeless and yet become full and green in a mild wet October. It has been curious to observe the spread of yarrow in lawns during the past summer; it has, indeed, been the lawn-weed of the year. Clover, which appears so suddenly and spreads with such amazing rapidity in a wet summer, has practically left the field to the yarrow. There might have been worse intruders. Yarrow is far less trouble, for instance, than plantain or dandelion, not to mention all-heal, dock and buttercup. When the mower gets to work again (and there may well be some mowing in October), it will cease to spread. Can the lawn be assisted in the process of rejuvenation in any simple and economical way? I think so. I believe that nitrate of soda or sulphate of ammonia would help, always provided its use was deferred until the roots of the grass had been stimulated by heavy rains and it was then spread very thinly in showery weather, say, at the rate of an ounce per square yard, which is equivalent to two pounds per square of five and a half yards. This means so light a spreading as to be beyond the skill of an inexperienced hand, so that the fertiliser might be mixed with twice its bulk of sand. But lawns that were unsatisfactory before the drought will need more substantial food to put them into good condition, and I advise a winter dressing of soil and manure, or even manure alone pulled about at intervals so that all parts may be fed. As regards new lawns, there may be cases in which the unfavourable conditions for sowing in August and early September justify the substitution of turf for seed, at greater cost, of course. The first week of October is about the latest for using seed with reasonable prospects of success.

Autumn Bedding

Autumn bedding may be exercising the minds of many amateurs who have raised stocks of Wallflowers, giant Daisies, Catmint (Nepeta), Arabis, Aubrietia, yellow Alyssum, Brompton Stocks, Forget-me-nots, Pansies, Violas, Geums, Lupins, Delphiniums, Polyanthuses and Primroses, and now find the rows comparatively thin and the plants weak. Well, there are always bulbs in reserve, and it is satisfactory to realise, first, that the conditions were favourable for ripening home-grown Daffodils and Tulips, and secondly, that the prices of these and other bulbs, including Hyacinths, in dealers' catalogues, are low this season. But I will not pessimistically assume that stocks of spring bedders are hopeless, only that they are less numerous and vigorous than usual and consequently will not go so far. Wallflowers at least are satisfactory and a good liming before planting will help the soil. Thus encouraged, Wallflowers which are undersized at present may grow a little more this autumn and a great deal next spring, ultimately giving complete satisfaction. Lupins are also strong.

A Notable Chrysanthemum

I think that in spring I recommended for the garden an August-September golden-brown Chrysanthemum named Mrs. J. Pearson. This has proved a treasure. It has given successions of bloom for the house vases during many trying weeks without giving a particle of trouble. My plants were stopped once only and it sufficed to provide a whole series of lovely sprays on stiff stems. Let my readers make a note of it, nor leave it at that where there are suitable shoots for cuttings and frame accommodation for them, but on the contrary make an effort to perpetuate so useful a variety.

Tuberous Begonias, shrubby Calceolarias, Dahlias, Gladioli, Zonal Geraniums, and other plants lifted from beds and borders to make way for the foregoing may be dealt with according to their kind. A few Begonias and Zonals may be potted up for the greenhouse if needed, being kept shaded for a few days after being lifted. Cuttings of the Calceolarias, also of Pentstemons, may be put into a frame. Dahlias and Gladioli may be dried off and stored with the bulk of Begonias. I must not omit to mention Gaillardias, which have done very well during the drought. Give the plants, especially young stock, frame room if possible.

A Few Mems

November is the great month for planting Roses and fruit trees, but it is not too early to order, especially in the case of new Roses, stocks of which are snatched up early. Roses for pots may be lifted from the open after rain, potted (7-in. is a suitable size) in good loamy soil, and plunged to the rim in ashes in a sheltered spot. Roses already in pots and which have been cut back may be started in a cool greenhouse. The remainder of the pot Chrysanthemums should be put under glass forthwith. Growers of perpetual Carnations may take basal shoots for cuttings now and insert in sandy soil in boxes set in a cool greenhouse. Shading should be removed from the roofs of greenhouses, the glass cleaned thoroughly, and climbing plants growing thereunder dressed-up in the form of excising weak or unhealthy wood and tying in a selection of the best shoots nicely spaced. If the beautiful Begonia Gloire de Lorraine and its compeers are being grown for winter blooming they should be carefully staked and tied and kept in a warm house till well into bloom, then kept somewhat cooler with adequate supplies of water. Young Cyclamens and Gloxinias in frames may go into the greenhouse by the end of the month. If Lilies such as Harrisii are to be forced for early bloom, they may be put into 6-in. pots now, using loam with a liberal admixture of peat, leaf-mould, and sand. The pots should be kept plunged in ashes or fibre for a few weeks like pot Hyacinths. Room plants should no longer have saucers containing water under the pots and no watering should be done until a rapped pot rings sharply. Apples and Pears should be gathered as they ripen throughout the month. Beds of Strawberries should be cleaned up, the old runners and unhealthy foliage being removed and the soil forked.

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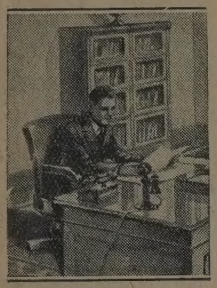

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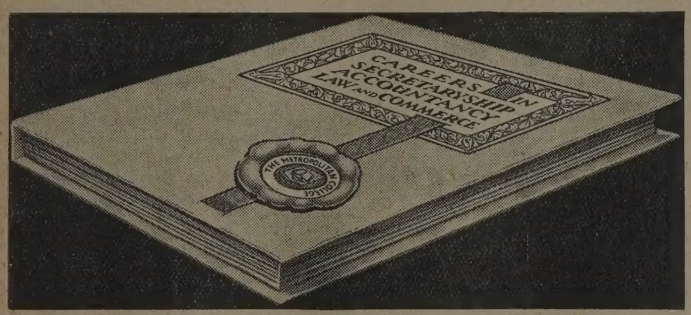

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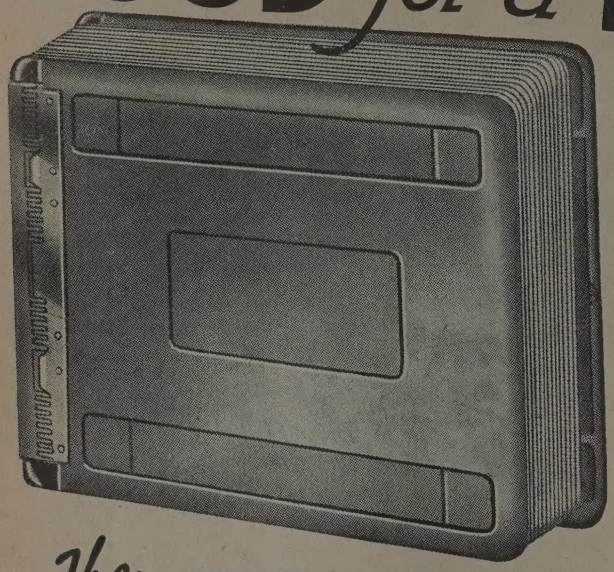

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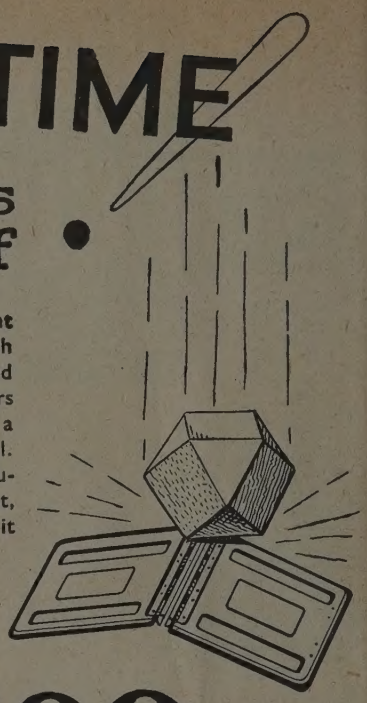

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